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THE  
**Labour Gazette**

Published Monthly

Department of Labour



Canadian Workman Welding a Lug to a 500 Pound Bomb

*In this Issue:*

- Industrial Fatigue and Medical Services in Industry*
- Recent Aspects of Price Control in Canada*
- Price Control in South Africa*
- Wartime Factory Conditions in Great Britain*

# Functions of the Department of Labour

The Department of Labour of Canada has functioned for forty-two years as the agency of the Federal Government charged with the administration of labour legislation. During the present war the Department's activities have been widely expanded. The functions of the principal branches of the Department and agencies associated with it are:—

**Industrial Relations.**—The Industrial Relations Branch is charged with the administration of the Industrial Disputes Investigation Act, 1907, Chap. 112, R.S.C., 1927, which provides for the establishment of Boards of Conciliation and Investigation in cases of disputes affecting mines, agencies of transportation and communication and certain public utilities. In November 1939, the scope of the statute was extended to cover war work. Preliminary inquiries under the Act are made by Industrial Disputes Inquiry Commissioners.

The Branch also administers the Conciliation and Labour Act, Chap. 110, R.S.C., 1927, which empowers the Minister of Labour to inquire into the causes and circumstances of a dispute and take measures considered expedient to effect a settlement. For the purpose of administering the Act, the Department maintains a staff of Industrial Relations Officers at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, and Moncton. The office of the Director of Industrial Relations is located in Ottawa.

**Statistics and Research.**—The collection, compilation and publication of statistics of wages, hours, prices, cost of living, strikes and lock-outs, industrial accidents and industrial agreements, also of reports on labour organization and organization in industry, commerce and the professions; the conduct of investigational and research work bearing on industrial relations, labour conditions and labour legislation; the publication of bulletins of information on these subjects.

**Labour Gazette.**—The monthly publication of the **LABOUR GAZETTE** contains a review of the labour-industrial situation throughout Canada.

**The Vocational Training Co-ordination Act, 1942.**—It provides training in vocational and industrial plant schools for persons being absorbed in war industries; trade training in vocational schools for members of the armed forces; rehabilitation training for discharged members of the forces; youth training including aid to university students and training in agriculture.

**Combines Investigation Act.**—The administration of the Combines Investigation Act, Chap. 26, R.S.C., 1927, an Act to provide for the investigation of combines, monopolies, trusts and mergers.

**Dominion Government Annuities.**—The administration of the Government Annuities Act, Chap. 7, R.S.C., 1927, whereby provision may be made for old age by the purchase of annuities by individuals, or associations on behalf of their members, or by employers on behalf of their employees.

**Unemployment Insurance Commission.**—The Commission administers the Unemployment Insurance Act, 1940, which provides for a national unemployment insurance system and employment service. The employment service now functions as the field organization of National Selective Service.

**National War Labour Board.**—This tribunal, with its regional divisions administers the Government's wartime wages policy as set forth in Order in Council P.C. 5963, including the administration of the Fair Wages and Hours of Labour Act, 1935; and Order in Council P.C. 7679 governing the application of minimum rates of pay to all employees of Government contractors and subcontractors.

**National Selective Service.**—This body administers the Government's man-power mobilization policy, including the maintenance of a man-power inventory; determines the persons who may enter restricted occupations and industries, and allocates labour to essential industries.

**Wartime Bureau of Technical Personnel.**—The bureau organizes the placement of scientific and technical engineering personnel for war industries and the government service.

**Library.**—The maintenance of a library of publications on labour and economic subjects.

**International Labour Organization (League of Nations).**—The collection and transmission of information in connection with the work of the International Labour Conference and Office, including related correspondence with Federal and Provincial Government Departments and with organizations of employers and employees.

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# *Publications of the Department of Labour*

## **Labour Gazette**

Published monthly in English and French. **SUBSCRIPTION RATES:** Canada, United States and Mexico, 20 cents per annum, postage prepaid. All other countries, \$1 per annum, postage prepaid. Subscriptions are payable in advance and should be addressed, with postal note or money order to Circulation Manager, Department of Labour, Ottawa. Bound volumes for 1941 and for earlier years are available at \$2 each.

## **Annual Report of the Department of Labour—**

An outline of the activities of the Department during the fiscal year ended March 31, 1941. **PRICE**, .50 cents.

## **Wartime Orders in Council affecting Labour. April 1942.** **PRICE**, 20 cents.

## **Unemployment Relief—**

Reports of Dominion Commissioner: **FREE ON APPLICATION.**

## **Employment Service of Canada—**

Annual Report of the Director. **FREE ON APPLICATION.**

## **Dominion Government Annuities—**

Annual Report of the Superintendent. Booklets, Table of Rates, etc. **FREE ON APPLICATION.**

## **Combines Investigation Act—**

Report of Commissioner on Alleged Combine in the Distribution of Fruit and Vegetables in Western Canada. Feb. 18, 1925. **PRICE**, 20 cents.

Report of Registrar on Alleged Combine Limiting Competition in the Marketing of New Brunswick Potatoes, June 9, 1925. **PRICE**, 20 cents.

Report of Registrar on Alleged Combine in the Manufacture and Sale of Bread in the City of Montreal, March 25, 1926. **PRICE**, 10 cents.

Report of Commissioner on Alleged Combine in the Distribution of Fruits and Vegetables Produced in Ontario, July 31, 1926. **PRICE**, 15 cents.

Interim Report of Registrar on the Proprietary Articles Trade Association, an alleged Combine of Wholesale and Retail Druggists and Manufacturers, established to fix and maintain Resale Prices of Proprietary Medicines and Toilet Articles, Sept. 6, 1926. **PRICE**, 10 cents.

Report of Commissioner on the Proprietary Articles Trade Association, Oct. 24, 1927. **PRICE**, 10 cents.

Report of Commissioner on the Amalgamated Builders' Council and Related Organizations, an alleged Combine of Plumbing and Heating Contractors and others in Ontario, Oct. 31 and Dec. 18, 1929. **PRICE**, 25 cents.

Report of Commissioner on the Electrical Estimators' Association, an Alleged Combine of Electrical Contractors, in the City of Toronto, October 4, 1930. **PRICE**, 25 cents.

Report of Registrar on Alleged Combine in the Bread-baking Industry in Canada, February 5, 1931. **PRICE**, 25 cents.

Report of Commissioner on Alleged Combine in the Motion Picture Industry in Canada, April 30, 1931. **PRICE**, 50 cents.

Report of Registrar on Alleged Combine of Tobacco Manufacturers and other buyers of raw leaf tobacco in Ontario, March 4, 1932. **PRICE**, 25 cents.

Report of Registrar on Alleged Combine in the Importation and Distribution of British Anthracite Coal in Canada, April 21, 1933. **PRICE**, 25 cents.

Report of Commissioner under Inquiries Act on Anthracite Coal, February 3, 1937. **PRICE**, 25 cents.

Report of Commissioner on Alleged Combine in the Distribution of Tobacco Products in Alberta and elsewhere in Canada, August 31, 1938. **PRICE**, 25 cents.

Report of Commissioner on Alleged Combine in the Manufacture and Sale of Paperboard Shipping Containers and Related Products, March 14, 1939. **PRICE**, 25 cents.

Report of Commissioner on Alleged Combine of Wholesalers and Shippers of Fruits and Vegetables in Western Canada, October 31, 1939. **PRICE**, 25 cents.

## **Labour Organization in Canada—**

Published annually. Contains full information on trade unions, their origin, organization, officers, etc., with outlines of chief events in each year in connection with labour activities. **PRICE** of each annual edition, 50 cents (1932 edition, 25 cents).

## **Twelfth Report on Organization in Industry, Commerce and the Professions in Canada, 1937.** **PRICE**, 25 cents.

## **Technical Education—**

Annual Report, **FREE ON APPLICATION.**

Report of Royal Commission on Technical Education, 1913. (In four parts, Part 3 out of print.) **PRICE**, 50 cents.

## **Labour Legislation as existing in Canada on December 31, 1937.**

Contains text of Dominion and Provincial labour laws. **PRICE**, one dollar.

Supplement—Legislation in 1940. **PRICE**, 25 cents.

## **The Employment of Children and Young Persons in Canada.** (December, 1930.) **PRICE**, 25 cents.

## **Trade Union Law in Canada.** (January, 1935.) **PRICE**, 50 cents.

## **Report on Wages and Hours of Labour in Canada, 1941.** **FREE ON APPLICATION.**

## **Report on Prices in Canada and Other Countries, 1941.** **FREE ON APPLICATION.**

## **Strikes and Lockouts in Canada and Other Countries, 1941.** **FREE ON APPLICATION.**

## **Bulletins of Industrial Relations Series:**

**PRICE**, 10 cents each.

No. 1—Joint Councils in Industry.

No. 2—Report of a Conference on Industrial Relations held at Ottawa, February 21-22, 1921.

No. 3—Joint Conference of the Building and Construction Industries in Canada, held at Ottawa, May 3-6, 1921.

No. 4—Employees' Magazines in Canada. **OUT OF PRINT.**

No. 5—Canada and the International Labour Conference.

No. 6—The International Labour Organization—Laws of Canada bearing on Draft Conventions and Recommendations. **OUT OF PRINT.**

No. 7—Canadian Railway Board of Adjustment No. 1—Report of Proceedings of Board from September 1, 1920, to September 30, 1923.

No. 8—National Conference regarding Winter Employment in Canada, Sept. 3-4, 1924—Report of Proceedings and Discussion.

No. 9—Canadian Railway Board of Adjustment No. 1—Report of Proceedings of Board from Oct. 1, 1923, to September 30, 1927.

No. 10—Report of Proceedings of Board from Oct. 1, 1927, to September 30, 1930.

No. 11—Government Intervention in Labour Disputes in Canada. **OUT OF PRINT.**

No. 12—Canadian Railway Board of Adjustment No. 1—Report of Proceedings of Board from Oct. 1, 1930, to September 30, 1933.

No. 13—Canadian Railway Board of Adjustment No. 1—Report of Proceedings of Board from October 1, 1933, to September 30, 1936.

No. 14—Canadian Railway Board of Adjustment No. 1—Report of Proceedings of Board from October 1, 1936, to September 30, 1939.

## **Report of Judicial Proceedings respecting Constitutional Validity of The Industrial Disputes Investigation Act, 1907, and Amendments of 1910, 1918, 1920.—**

## **Review of Dominion-Provincial Youth Training Programme.** **FREE ON APPLICATION.**

# THE LABOUR GAZETTE

PREPARED AND EDITED BY

THE DEPARTMENT OF LABOUR, OTTAWA, CANADA

Minister—Hon. HUMPHREY MITCHELL

Deputy Minister—BRYCE M. STEWART      Associate Deputy Minister—A. MACNAMARA

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## MONTHLY SUMMARY OF MATTERS OF INDUSTRIAL INTEREST

**Industrial Employment—Prices and Cost of Living—Business Statistics—  
Report of Employment and Selective Service Offices—Unemployment  
in Trade Unions—Strikes and Lockouts**

INDUSTRIAL employment showed a further important decrease at the beginning of September, according to returns received by the Dominion Bureau of Statistics from 13,142 firms, each with a minimum of 15 employees, representing practically all industries except agriculture, fishing, hunting and highly specialized business operations. The co-operating establishments employed 1,795,411 persons, or 14,707 more than in the preceding month; this gain of 0.8 per cent was rather smaller than the average at the beginning of September in earlier years of the record, being also smaller than at September 1 in any immediately preceding autumn.

The index number of employment (based on the average for the calendar year 1926 as 100), stood at 179.3, as compared with 162.7 at September 1, 1941. At the same date in recent years the index was as follows: 1940, 131.6; 1939, 119.6; 1938, 115.1; 1937, 123.2 and 1936, 107.1.

Reflecting the slightly less-than-average increase in industrial employment at the beginning of September, the seasonally-adjusted index declined fractionally, falling from 173.0 at August 1, to 172.3 at the date under review.

The weekly salaries and wages disbursed by the co-operating establishments aggregated \$52,361,441; this exceeded by 2.7 per cent the sum of \$50,970,885 paid on or about August 1 to the 1,780,704 persons then employed by the same firms. The per capita average rose from \$28.62 in the preceding enquiry, to \$29.16 at September 1. These two are the highest in the period during which the current statistics of payrolls have been collected.

**Prices and the Cost of Living.**—The official index of the cost of living calculated by the Dominion Bureau of Statistics and based upon prices during the period 1935 to 1939 as 100

was 117.8 at the beginning of October; 117.4 for September 1; 117.9 for July 2; 115.5 for October 1, 1941; 107.0 for October 1, 1940; and 100.8 for August, 1939, the last pre-war month.

The increase in the index since August, 1939, down to October, 1942, was 16.9 per cent as compared with an increase of 35.3 per cent for the comparable period during the last war, July, 1914, to September, 1917. Since the introduction of price control the index, after adjustment to the base August, 1939, as 100 has advanced from 114.6 for October 1, 1941, to 116.9 for October 1, 1942, or 2.3 points. The increase for the corresponding period during the last war October, 1916, to October, 1917, 21.1 points after the index was similarly adjusted to the base July, 1914.

In wholesale prices the Dominion Bureau of Statistics index number on the base of 1926 as 100 was 96.8 for October as compared with 96.0 for September; 93.8 for October, 1941; 83.3 for October, 1940; and 72.3 for August, 1939. The increase between August, 1939, and October, 1942, was 33.9 per cent and between July, 1914, and September, 1917, was 80.9 per cent.

**Business Statistics.**—The latest statistics available reflecting industrial conditions in Canada are given on page 1234. The index of the physical volume of business which reflects activity in the production and distribution of goods has been revised to give increased representation to factors indicating the trend of war production. For September this index indicated little change from the previous month but was about 12 per cent higher than for September, 1941. In the former comparison substantial increases in the indexes of mineral production and of construction were offset by declines in electric power production and in the distribution of goods. Little change

was indicated in manufacturing. This group however recorded an increase of about 24 per cent in September as compared with one year earlier while much smaller increases were recorded in electric power production and in distribution. Substantial declines were recorded for mineral production and for construction in this comparison.

The index of employment was 10.2 per cent higher at September 1 than one year earlier and 49.9 per cent higher than at September 1, 1939, thus indicating a high level of productive activity.

Comparing the first nine months of 1942 with the corresponding period in 1941, the index of the physical volume of business was 23.6 per cent higher in the former period than in the latter. Industrial production averaged 29 per cent higher; manufacturing production 37 per cent higher and mineral production 17.9 per cent higher. Production of cheese increased from about 118 million pounds to 166 million while the production of creamy butter declined 2.6 per cent. The number of cigarettes released increased 11.5 per cent, steel ingot production 33.1 per cent;

#### MONTHLY STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA\*

(Official statistics except where noted)

	1942			1941		
	October	September	August	October	September	August
<b>Employment Index</b> ..... <sup>(1)</sup>		179.3	177.8	165.8	162.7	160.6
Unemployment percentage (trade union members)..... <sup>(2)</sup>	0.8	0.9	1.8	2.7	2.4	3.5
<b>Prices, wholesale, Index</b> ..... <sup>(1)</sup>	96.8	96.0	95.6	93.8	93.2	91.8
<b>Cost of living index</b> ..... <sup>(2)</sup>	117.8	117.4	117.7	115.5	114.7	113.7
Retail sales unadjusted index..... <sup>(2)</sup>	153.2	147.4	152.4	137.3	134.1	
Retail sales adjusted index..... <sup>(3)</sup>	152.0	162.9	138.0	136.4	146.5	
Wholesale sales..... <sup>(2)</sup>	177.7	157.4	170.5	171.2	156.6	
Common stocks index..... <sup>(2)</sup>	+64.8	62.6	61.6	69.1	71.0	67.8
Preferred stocks index..... <sup>(2)</sup>	95.6	95.8	102.2	103.2	100.0	
Bond yields, Dominion index..... <sup>(2)</sup>	199.6	99.4	100.2	100.3	101.2	
<b>(a) Physical Volume of Business</b>						
Index..... <sup>(4)</sup>	198.4	198.5	178.7	177.6	172.4	
INDUSTRIAL PRODUCTION..... <sup>(2)</sup>	223.8	221.7	198.6	196.9	183.0	
Mineral production..... <sup>(2)</sup>	225.8	216.6	299.6	284.1	258.4	
Manufacturing..... <sup>(2)</sup>	236.6	236.1	192.3	190.7	179.0	
Construction..... <sup>(2)</sup>	128.4	115.8	144.4	165.4	143.9	
Electric power..... <sup>(2)</sup>	140.0	142.8	137.4	136.2	126.1	
DISTRIBUTION..... <sup>(2)</sup>	145.8	150.4	137.5	137.6	150.3	
Tons carried, freight..... <sup>(2)</sup>	132.3	163.0	124.1	127.5	128.0	
Bank debits to individual accounts.....\$	3,516,107,197	3,479,744,886	3,627,176,887	3,300,731,342	3,149,790,606	
Bank notes in circulation.....\$	563,700,000	546,300,000	419,999,648	422,014,387	393,207,827	
Bank deposits in savings.....\$	1,748,248,134	1,699,553,037	1,135,522,582	1,555,152,222	1,522,186,431	
Bank loans, commercial, etc.....\$	975,147,745	978,147,745	1,146,857,108	1,143,203,420	1,152,996,270	
Railway—						
Car loadings, revenue freight cars..... <sup>(7)</sup>	288,077	266,139	259,822	279,363	271,494	257,598
Canadian National Railways, revenues.....\$	33,860,000	34,419,000	28,760,510	27,133,000	25,809,000	
Operating expenses.....\$	23,595,427	19,727,676	18,205,628	18,196,786		
Canadian Pacific Railway, traffic earnings.....\$	22,790,000	22,113,749	22,053,767	21,577,000	19,268,000	19,989,510
Canadian Pacific Railway, operating expenses, all lines \$	18,544,572	18,833,737	15,638,764	15,801,590	16,843,505	
Steam railways, freight in ton-miles.....		988,336,320				
Building permits.....\$	10,540,657	8,340,878	12,901,757	12,579,488	12,882,381	
Contracts awarded..... <sup>(10)</sup> \$	21,412,300	29,675,100	31,771,200	29,082,000	39,363,800	36,123,900
Mineral production—						
Pig iron.....tons	155,900	162,578	137,114	125,168	118,490	
Steel ingots and castings.....tons	244,922	248,868	222,853	224,626	227,075	
Ferro-alloys.....tons	18,548	15,961	16,809	18,941	18,201	
Gold.....ounces		402,867	461,168	445,085	467,224	
Coal.....tons	1,463,187	1,457,712	1,869,666	1,599,014	1,404,335	
Timber sealed in British Columbia.....bd. ft.	245,564,067	228,144,123	292,205,314	290,661,049	322,543,027	
Flour production.....bbls.	1,737,472	1,820,199	1,505,931	1,647,910	1,852,139	
Footwear production.....pairs.	2,807,754	2,773,334	3,141,512	3,027,252	2,955,637	
Output of central electric stations.....k.w.h.	2,946,611,000	2,989,675,000	3,140,317,000	2,866,647,000	2,640,084,000	
Sales of insurance.....\$	55,065,000	39,347,000	41,305,000	33,546,000	29,135,000	
Newsprint production.....tons	257,618	253,240	318,800	298,300	293,100	

\* Many of the figures in this table with an analysis are included in the Monthly Review of Business Statistics issued by the Dominion Bureau of Statistics, price \$1.00 per year.

† Week ended October 29, 1942.

(1) Base, 1926=100.

(2) Base, 1935-1939=100.

(3) Figures are for the end of the preceding month.

(4) Adjusted, where necessary for seasonal variation.

(5) Notes in the hands of the public.

(6) Figures for four weeks ended October 31, 1942, and corresponding previous periods.

(7) MacLean's Building Review.

(8) Revised—For explanation see page 1235.

pig iron production 55 per cent; electric power production 15.1 per cent. The index of grain marketings declined 51.4 per cent in the same comparison and livestock marketings 5.2 per cent. Newsprint production was 3.8 per cent lower and the value of contracts awarded 24.1 per cent lower.

**Revision of Index of the Physical Volume of Business.**—The following statement as to the revision of the index was published in the Monthly Review of Business Statistics, October, 1942, issued by the Dominion Bureau of Statistics:—

The revision of the index of the physical volume of business consisted mainly in the application of a new set of weights. The components were weighted according to the value added during the current period by productive enterprises in mining, manufacturing, construction, electric power and distribution. The object was to weight the factors according to their present relative importance. The weights established on the basis of "value added" during the base period of 1935-39 resulted in an over-emphasis of production for civilian purposes during the war period. It was consequently decided to recompute the weights giving greater representation to factors indicating the operations of firms engaged on war production. A number of changes were also made in the factors included in the compilation. The result of the alterations is a much higher level for the index during the last two years or more.

**Report of the Employment and Selective Service Offices.**—Reports received by the Director of Employment and Unemployment Insurance from Employment and Selective Service Offices during the month of September, 1942, showed an outstanding gain in business transacted, both when compared with the preceding month and with the corresponding month of last year, this computation being based on the average number of placements recorded daily. The increase was due to National Selective Service Regulations under which employers seeking workers and persons desiring employment must obtain permits from Employment and Selective Service Offices. Manufacturing, services, trade and logging were mainly responsible for the increase registered under the first comparison and manufacturing, trade and construction under the second, all industrial divisions except agriculture showing increased placements over the previous month, and all apart from agriculture and services reporting a gain over September, 1941. The increase in manufacturing was exceptionally large under both comparisons.

Vacancies in September, 1942, numbered 241,038, applications 221,352, and placements in regular and casual employment 102,827.

**Unemployment in Trade Unions.**—At the beginning of October, 1942, the percentage of unemployment among trade union members stood at 0.8 in contrast with percentages of 0.9 in September and 2.7 in October, 1941. The percentage for October was based on returns compiled from 2,272 local labour organizations with a total membership of 380,304 persons.

**Strikes and Lockouts.**—For the month of October, 1942, the number of strikes and lockouts recorded, the number of workers involved and the time loss in man working days again showed substantial decreases from the previous month but were slightly higher than for October, 1941. During the month under review there were 26 strikes recorded, involving 6,107 workers and causing a time loss of 26,926 man working days, as compared with 43 strikes in September, 1942, involving 13,316 workers, with a time loss of 37,838 days, and 23 strikes in October, 1941, involving 5,511 workers, with a time loss of 19,693 days. The more important strikes during the month were: steel plant workers at Windsor, Ont., textile factory workers at Beauharnois, P.Q., and coal miners at Nanaimo and Cumberland, B.C., and at Glace Bay, N.S.

Of the 26 strikes during October of this year 24 were terminated during the month. Three resulted in favour of the workers, seven in favour of the employer, one was a compromise settlement and 13 were indefinite in result. Two disputes involving 321 workers were recorded as unterminated at the end of the month.

#### Labour Unity in Ecuador

Labour organizations in Ecuador have settled their differences and have united to form a single body, according to a recent Allied Labour News despatch. The new organization is to be known as the Confederation of Ecuadorian Workers (C.T.E.). It has voted to affiliate with the Confederation of Latin American Workers (C.T.A.L.), being the twelfth Latin American labour body to do so. The C.T.A.L., whose first general conference was held in Mexico City in November, 1941, claims a membership of over four million.

## NOTES OF CURRENT INTEREST

**Visit of  
Canada's  
Minister of  
Labour to  
Great Britain**

The Minister of Labour, Hon. Humphrey Mitchell, accompanied by the Deputy Minister, Dr. Bryce M. Stewart, and Mr. George Greene, the Minister's secretary, have been in Great Britain during the past month. This mission was undertaken for the purpose of ascertaining information on the functioning of British industry and labour under the exigencies of war production.

With this objective in view, the Minister made a close personal study of methods and techniques, and the application and allocation of man-power thereto. The Minister visited shipyards, airplane, gun and tank factories, and munitions plants, and observed at first hand the great contribution of British labour to victory. He also conferred with the British Minister of Labour, Hon. E. Bevin, on problems of war production.

Where practicable, the benefit of British experience will be applied in the Canadian program.

**British Minister  
of Labour  
praises  
Canada's war  
production**

In a press conference at the British Ministry of Information, on October 26, 1942, Mr. Ernest Bevin, the Minister of Labour, made the following remarks concerning the relationship between Canada and Great Britain on the industrial-labour front.

"I would like to say that the British Government are very anxious that the Press should do proper justice to Canada for the effort she is making in the war. She came in on the first day of the war and threw in her all and I can tell you, from the man power side and from the production side, what is very gratifying is that Canada moves very quickly on the basis of the rationalisation of arms production; that is to say, we get a quick and co-operative response whether it is in shipbuilding, aircraft, or anything else, to fit in with the problems we have in this country.

"In the discussion that goes on between the Minister of Labour in Canada and myself, and between Captain Oliver Lyttelton and his opposite number, Mr. Howe, in Canada, we are all four of us working very closely together, and now that we are in a tight corner for manpower in England it is a great advantage to us to be able to make the necessary adaptations so that Canada in the design of her war output fits in and dovetails in so well with the strategy of the war that we can get a good deal of relief by the use of manpower on the other side.

"I do not think there has ever been a case in which the labour force, the productive effort, of two countries has been more complementary and more helpful. Our relationships are so good; it is not a question of our telling them or they telling us, but immediately we have to make changes and to go in for this type or that type of production we are able to marry the Canadian effort with our own in such a practical way that it is a tremendous help to the total war effort. It is not only volume, but it is types, and the quick adaptation of types and as the strategy of the war changes and fresh demands are made upon us, the facility with which Canada co-operates with us is a tremendous asset in this war. I do not want it to be measured merely in terms of volume. You may get a lot of things you cannot use. The essential thing in this business is to get the things you can use and use quickly and to supplement and build up the output of your own arsenal at home.

"In the contacts we have had with Canadian Ministers, through Mr. Vincent Massey, who has been a tower of strength to this country in the war effort, we have met with ready co-operation and I am very anxious that the proper place should be given to Canada and her contribution to this tremendous struggle. In that critical period when we did not have very many friends, at least active friends, from 1940 onwards, the weight of the Canadian output and their resilience and turnover to production during that period played a very big part in enabling us to equip the Middle East Army and equip the Forces in this country at a speed much greater than would have been possible if we had not had, not merely the volume, but willing adaptation to the kind of weapons and materials we wanted. Now, with the loss of a great many of our raw materials, particularly certain types of metals, Canada means salvation to us.

"The way she has moved her men about in order to increase the output of, say, nickel and raw materials of that character has been a great gain not only to us but to the whole of the United Nations and in that spirit I would like Mr. Mitchell to convey to Mr. Mackenzie King and his colleagues what I know is the feeling of everybody not merely in the Government but those who have to design and make and deliver the equipment, appreciation of those two factors, volume, and, what has been so vital, I repeat, adaptability, which has fitted in so well with our war strategy. If you will take that message back I shall be very grateful, a message as coming from all the British people."

**Employers  
may give  
Christmas  
bonuses**

An employer may without an authorization or direction of a War Labour Board, even although no such gift was previously given by him, give a monetary Christmas gift to each of his employees, in an amount not in excess of \$25.

The National War Labour Board has been advised by the Commissioner of Income Tax, that the position relative to taxation is as follows:—

- (a) so long as any "voluntary bonus" does not exceed the amount paid in 1940, either to that employee or, in the case of a new employee, to another employee in the same occupational classification, the "voluntary bonus" so paid may be regarded for taxation purposes as an allowable expense of the employer. Where any "voluntary bonus" so paid exceeds this amount the excess will be disallowed to the employer as an expense of the business for tax purposes;
- (b) under the Income War Tax Act, as amended by Chapter 28 of the Statutes of 1942, a tax deduction is required to be made at the source from all payments made to employees in respect of bonuses (including cost of living bonuses) for pay periods commencing after the 1st of September, 1942;
- (c) where not charged by an employer to expense a monetary Christmas gift to an employee of an amount not exceeding \$25 is not regarded as income of the employee for tax purposes.

**Cost-of-living  
bonus stays  
at present  
level**

The cost-of-living index at October 1 was 117·8, a decrease of only one-tenth of a point from the July index, and as a result the cost-of-living bonuses paid to employees in Canada will remain at their present level for the next three months from November 15, 1942, to February 15, 1943.

In a statement issued on November 4, the National War Labour Board made the following announcement:

"The Dominion Bureau of Statistics has found that the cost of living index number for October 1, 1942, is 117·8 (adjusted index 116·9) as compared with the cost-of-living index number for July 2, 1942, of 117·9 (adjusted index 117).

The Wartime Wages Control Order, P.C. 5963, provides in Section 48 (iv):

"The amount of the bonus shall not be changed unless the cost of living index number has changed one whole point or more

since the last general order of the Board requiring an increase or decrease in the amount thereof."

The index number not having changed by one whole point or more since July 2, 1942, pursuant to the provisions of P.C. 5963 as stated the National War Labour Board orders that the terms of its General Order dated August 4, 1942, shall continue to apply for the period November 15, 1942, to February 15, 1943, subject to the right of employers or employees to apply to a War Labour Board for authorization of payment of such an amount of cost-of-living bonus as a Board may determine to be 'fair and reasonable', under the provisions of the Order."

**Decisions of  
National War  
Labour Board**

Of the 422 cases in which Findings and Directions have been delivered to October 31, 1942, 235 had to do with wage increases, 43 with cost of living bonuses, and 144 were miscellaneous. Of the wage cases 215 were granted in full or in part and 20 were refused. Of the cost of living bonus cases 41 were granted and 2 were refused. Of the miscellaneous cases 130 were granted and 14 were refused.

Applications received up to October 31, 1942 .....	522
Decisions pending .....	55
Closed as not requiring a decision .....	37
Sent to Regional Boards .....	8
Applications dealt with .....	422

522

Received from

Employers .....	315
Employees .....	56
Jointly .....	51
	422
Granted in full or in part .....	386
Refused .....	36
	422

**One year  
of price  
control in  
Canada**

stration.

The Economic Branch of the Research section of the Board has prepared a survey on "A Year of the Price Ceiling in Canada." The survey, which outlines in general terms the development of the price ceiling, is divided into two parts. The first discusses the price ceiling in relation to the broad problems of

One year has passed since the Prime Minister announced the price ceiling, and the Wartime Prices and Trade Board was given the responsibility for its admin-

wartime organization and control, for the price ceiling is an essential and integral part of the national economic policy. Reference is made to policies outside of the administration of the Wartime Prices and Trade Board with a view to indicating how the price ceiling fits into the broader canvass. All such references are based on official statements by the Prime Minister or by the Ministers concerned. The second part of the survey deals specifically with the organization and techniques which the Board adopted from time to time in carrying out the price ceiling policy.

**Government expropriates aircraft plant** Ownership and management of the National Steel Car Aircraft plant at Malton, Ont., one of Canada's most important aircraft produc-

ers, has been taken over by a specially formed Crown company, the Department of Munitions and Supply announced recently. The company is primarily engaged in making Lancaster bombers.

In explanation of the expropriation action, a departmental statement said: "The government is taking over the plant in order to expedite operations and to maintain a community of interest and co-operation between the plant management, the Munitions and Supply Department, and the designers and builders of the Lancaster bomber in Britain."

In a number of previous instances the government has taken over direct management of important war plants by placing government appointed controllers in charge without any interference in the ownership. This course was followed at the Hamilton plant of National Steel Car following a labour dispute and has also been adopted in plants where production has not been considered satisfactory.

Compensation to be paid the National Steel Car Corporation Ltd. will be determined either by agreement or under statutory expropriation procedure.

Mr. J. P. Bickell of Toronto, prominent mining executive, has been named president of the government-owned company, named Victory Aircraft Ltd.

"Job Relations Training" is the title of a new super-new Program of vision training program "Job Relations" being instituted by the Training" Training Branch of the Department of Labour, and designed to develop team spirit between labour and management in war production.

In announcing the new course of training the Department of Labour had particularly in view the training of foremen and supervisors

in war industries. The objective of the new program is definitely to achieve better relations between the management and the workers and a better co-ordination of effort in maximum production of a high quality.

To this end, typical units of the series will include such subjects as: "How to Start the New Employee Right"; "How to Prevent Accidents"; "How to Prevent Grievances."

This new program is to follow the installation of Job Instructor Training which was introduced by the Department in May as the first and basic unit in supervision training because with the thousands of new workers entering war industries the most pressing problem confronting supervision was to instruct these new workers by the best known methods in the shortest possible time.

Now that this program has been largely adopted by a large proportion of firms in war industries, the time for tackling other and no less important problems has arrived.

It is expected the new series will be ready and in operation early in November.

**Training in plant schools** The success of plant schools —a new development in training for industrial occupations established on April 1 under the Training Branch of the Department of Labour—has been demonstrated by the results achieved, according to a statement issued, on October 28, from the office of the Minister of Labour.

Since the beginning of this program, 2,735 male and 1,629 female trainees have been enrolled in 48 plant schools. The purpose of these schools is to give instruction to company employees, both old and new, in modern industrial practice. These Government-aided schools are established in plants which comply with certain requirements as to working conditions, curricula, etc.

Instruction is being given in a wide variety of manufacturing operations including aircraft production, shipbuilding, machine shop and bench work practice, welding, power sewing, and fine instrument work.

Training is on a short-term basis, ranging between 2 and 12 weeks and, therefore, the potential output of these schools is considerable over a year, and it is considered they are filling a definite need that cannot be met adequately from other sources.

Part-time classes are also being conducted in industry with Government assistance for the purpose of up-grading workers to higher skills within the organization. Enrolment of men and women since April in part-time classes totals 14,419.

**Expansion of  
War Emergency  
Training  
Program**

Indicative of the rapid expansion of the War Emergency Training Program under the Department of Labour, is the increase of 1,000 trainees in September,

as compared with August, in the training classes throughout Canada.

In a recent statement issued by the Department of Labour, it was announced that approximately 17,000 persons were attending war emergency training classes either full-time or part-time. During the six months since April 1, approximately 68,000 persons have received specialized training in some phase of war industry. Members of the Armed Forces being trained, in a wide variety of trades, numbered 8,628. A number of men honourably discharged from the Armed Forces were being trained under the rehabilitation plan in co-operation with the Department of Pensions and National Health.

It is interesting to note that parallel with a steadily decreasing supply of eligible male trainees the training of women for war industries is increasing. During the month of September one-half of the new trainees admitted to full-time pre-employment industrial classes were women. A similar proportion of women was enrolled in part-time industrial classes, and the percentage of women in both full-time and part-time classes is rapidly increasing.

A complementary feature of the War Emergency Training Program is the Job Instructor Training Plan which was announced by the Minister in May and which is designed to increase the instructing ability of foremen and supervisors. To date, some 6,000 foremen and supervisors have received the Department's certificate as War Production Job Instructors and from reports being received by the Department some 5,000 additional supervisors are to receive the course over the next few months.

**Army course  
established at  
University of  
Toronto**

The Department of National Defence in consultation with the University of Toronto has established a special one-year course in the elements of certain scientific subjects for 160 selected candidates possessing the requisite educational qualifications. The University of Toronto is conducting the course and providing accommodation and meals.

This special one-year course in the fundamentals of mathematics, physics and engineering, known as No. 1 Canadian Army Course, commenced on October 10, 1942, at the University of Toronto. Initial application by candidates was made to the University

and the names of those possessing satisfactory academic qualifications were submitted to National Defence Headquarters. Applicants were requested to report for enlistment in the normal manner, it being understood that the final decision as to acceptability rested with the military authorities and no candidate was enlisted unless he satisfied the requirements set by the military authorities.

Enlistments were only permitted between the ages of 17-19 years inclusive. In the case of boys under 18 years the written consent of parents had to be given.

Until a boy reaches the age of 18 he receives boys' pay which is 70 cents per diem, after which he receives the standard rate of \$1.30 per diem. Boys 18 years of age and over received standard rates of pay upon enlistment.

Personnel presently serving in the Canadian Army were eligible to attend the course provided they possessed the necessary academic qualifications and were selected by the proper military authorities.

Candidates who were accepted and properly enlisted are housed in University of Toronto residences and subject to military supervision and discipline. Each student receives free tuition and text books, board, lodgings, medical and dental attention in addition to his pay.

All candidates while in attendance at the University undergo Basic Training under the direction of the Department of National Defence. On successful completion of the course, candidates proceed to Advanced Training Centres to complete training in the arm for which they have shown special aptitude.

During the period of the course candidates who are found to be below the desired standard or who are found to be otherwise unsatisfactory may be removed and sent to Basic Training Centres to proceed through the normal training channels as enlisted soldiers.

Successful candidates, on proceeding to Advanced Training Centres, will be regarded as potential officers, it being clearly understood, however, that no undertaking exists that all or any candidate will be granted vacancies on quotas proceeding to Officers' Training Centres.

The University of Toronto has undertaken to give due academic credit to successful candidates who may desire to complete a course at that University at some future date.

**Bulletin No. 3  
of National War  
Labour Board** The National War Labour Board has issued a pamphlet known as Bulletin No. 3 containing explanatory notes on the Wartime Wages Control Order, P.C. 5963, of July 10, which supersedes P.C. 8253.

Bulletin No. 3 is in five parts; Parts I and II are a reprint of the Order in Council; Part III is devoted to Explanatory Notes; Part IV contains an explanation of the National War Labour Board's policy in regard to the payment of wages to men, youths, and less capable and experienced men engaged to do work formerly done by experienced men; and Part V contains instructions to employers and employees in regard to submissions to a War Labour Board. In addition, there is an Appendix which includes the National War Labour Board's general Order of August 4, on the cost-of-living bonus.

The publication has been widely distributed, and additional copies may be obtained from the offices of the Regional War Labour Boards.

**Supplement  
on Wages  
and Hours  
of Labour**

Report No. 25 in the series on "Wages and Hours of Labour in Canada" has been issued as a supplement to the LABOUR GAZETTE for October, 1942, and contains data for the years 1929, 1940 and 1941.

In the report will be found a table of index numbers of rates of wages which shows changes in wages for some of the principal occupational and industrial groups from 1901 to 1941, and for certain other groups from 1911, 1913 and 1920 to 1941.

Included also in the report are tables showing the wages and working hours of the principal classes of labour in most industries throughout Canada. Appendices give information as to minimum wage rates, and maximum hours of work under provincial legislation, wages and hours of labour under collective agreements, etc. Information is also supplied as to federal government fair wage policy. Tables are included in the appendices showing wages in agriculture, and average earnings of steam railway employees and coal miners with numbers employed.

**Result of Wage  
and Price  
Control in  
Canada**

The advantages of the Maximum Prices Regulations, administered by the Wartime Prices and Trade Board, to the public of Canada, and particularly to labour, is becoming increasingly apparent.

During the last war the cost-of-living index rose from 100 in July, 1914, to 137.2 in October, 1917. During the corresponding period in the present war the index rose from 100 in August, 1939, to 116.9 in October, 1942.

During the last war the index rose from 116.1 in October, 1916, to 137.2 in October,

1917. In the corresponding period of the present war the index rose only from 114.6 in October, 1941, to 116.9 in October, 1942.

It is apparent, therefore, that during the period of a little more than three years in the last war the cost-of-living index rose more than twice as much as during the corresponding period in the present war, but that in the last eleven months, during which period the Price Control Regulations have been in effect, the cost-of-living index has risen only one-tenth as much as it did during the corresponding eleven months period of the last war.

Even now the cost-of-living index number is at a slightly lower level than it was during 1918.

Undoubtedly, wage rates and earnings are now at a materially higher level than they were in 1918, and the cost-of-living index figures quoted make it evident that the purchasing power of the wage dollar has not during the present war been nearly as seriously affected to the disadvantage of wage earners as it was during the last war, and this is quite apart from the advantages enjoyed by workers in industry generally in the payment to them of cost-of-living bonuses under the application of the provisions of the Wartime Wages Control Order.

It is likewise apparent that there will be continuing and increasing advantages to labour under the Price Control Regulations if the cost-of-living index can be held at approximately its present level of 116.9. During the last war the cost-of-living index rose from 137.2 at October 1, 1917, to 141.3 at January, 1918, and 160.5 at January, 1919, and to 178.8 at January, 1920, reaching its peak of 198.0 at June, 1920.

**Industrial  
Disputes  
Investigation  
Act**

Eighteen applications for the establishment of Boards of Conciliation and Investigation were received during the month of October.

Three boards were established in October, and the constitution of six boards was completed. Six boards submitted their reports. Three applications were rejected. Thirteen disputes were referred to Industrial Disputes Inquiry Commissioners for investigation and seven reports were received from Industrial Disputes Inquiry Commissioners. Three disputes were recorded as settled.

Full particulars with regard to recent proceedings under the Industrial Disputes Investigation Act will be found in the section beginning on page 1247.

**New Zealand establishes Emergency Labour Disputes Board**

A National Emergency Disputes Board to settle disputes likely to interfere with the production of supplies or the maintenance of essential services has been provided for in New Zealand by the

Industrial Disputes Emergency Regulations, September 4, 1942. The Board is to consist of two representatives of employers, two of workers and a chairman all appointed by the Minister of Labour. When a dispute arises, the Board may act on its own motion or at the request of the Minister. It has power to conduct hearings, render decisions and issue orders for their execution. When a Disputes Committee provided for in an award or agreement fails to act in connection with a dispute, the Board may compel it to do so, but if the Committee does not succeed in effecting a settlement, the Board may decide the matter. The Board may also inquire into any question connected with a dispute and for this purpose is endowed with full powers under the Commissions of Inquiry Act.

Workers and employers who interfere with production of supplies or the maintenance of essential services or who fail to comply with a decision of the Board are liable to prosecution. If by reason of a dispute, employees cease work, break their contracts of service, reduce their normal output, refuse to accept any work usually connected with their job or attend a stop-work meeting not authorized by award or agreement or by their employer, they are guilty of an offence. Employers who suspend operations, dismiss a worker, break contracts with their employees or fail to engage necessary workers, also violate the regulations.

**British Trades Union Congress** The Seventy-fourth Convention of Britain's Trades Union Congress was held at Blackpool, September 7 to 11, 1942, with slightly more than seven hundred delegates representing a membership of approximately 5,443,000.

Mr. F. Wolstencroft in his presidential address expressed the earnest hope that when the war is over—and perhaps before it ends—arrangements can be made between the Trade Union Movement of Australia, Canada, the South African Union, and India, for periodical conferences with the British T.U.C. Negotiations have already begun with American and Soviet trade unions for an international trade union committee.

The place of workers in the struggle for victory was set forth in a resolution which was adopted and which expressed the unalterable resolve of British workers to see the war through to the end in complete and final victory and to spare no effort to establish the conditions of a just and lasting peace. It called upon workers of all grades and categories to give increased production of all weapons and munitions of war, and pledged the fullest support of the British trade union movement so soon as the competent authorities decide that the time has come to launch an effective offensive action in Europe. After a discussion on international affairs another resolution was adopted, welcoming the Anglo-Soviet Treaty and urging the General Council to continue to develop relations between the trade unions of the United Nations.

On the question of war production a resolution was passed which expressed dissatisfaction with the composition and function of the Ministry of Supply and Controls and demanded that trade unions be represented and participate in all discussions and decisions of the Control Advisory Councils.

A resolution demanding that the Government take over control of industries and staff vital to the war effort was carried. Mr. Jack Tanner, supporting this resolution, said that lack of co-ordination at the top was having a bad effect on production and affecting managements as well as workers.

A resolution demanding the setting up of a Central Planning Board was adopted. A resolution recording dissatisfaction with the National Arbitration Tribunal and instructing the General Council to press for its immediate reconstitution was carried. The General Council was instructed to urge the amendment of the Essential Work Orders by making compulsory the setting up of Joint Production Committees and widening their scope and power.

A number of resolutions dealt with laying down policy on various social issues. A resolution was passed demanding for women, equal pay for equal work both now and after the war, the same training facilities in post-war industry and the same rights of reinstatement as men. On the question of compulsory enrolment of women for fire-guard duty the Congress supported the Government's view that women must be put in the same position as men, but "if men and women were fighting a common peril they should be compensated equally for injury."

A memorandum by the General Council on Education after the War, set out proposals for a revision of the educational system for children aged 11 years and upwards, was dis-

cussed and approved. (Reference to the proposals for educational reform appear on page 1287.).

**War-time  
employment of  
women in  
shipbuilding  
and allied  
industries in  
Great Britain**

indications regarding particular aspects of the recruitment of women for suitable occupations in those industries. The use of women-power for such work in Great Britain is similar to recent developments in Canada where women have been introduced for the first time into mining operations for surface work. (*LABOUR GAZETTE*, October, 1942, page 1137).

The British Ministry of Labour Gazette in a review of the leaflet states that the extensive and expanding demands of most munitions industries, including such heavy industries as the iron and steel and chemical industries, have been met to a large extent by the introduction of women. In the shipbuilding industry, however, little use has, so far, been made of female labour, although many of the unskilled and semi-skilled operations offer considerable scope for the employment of women, and employers who have experience of the employment of women in their yards report favourably on them. The need for labour in the shipbuilding and allied industries is urgent and imperative, and men are not available from outside these industries. Accordingly, existing male labour must be used to the best effect, women replacing men on the lighter jobs, thus releasing them for heavier work on other jobs in which their experience can be used to the best advantage. In some yards a start has already been made, and examples are quoted in the leaflet of occupations in shipbuilding and ship-repairing, marine engineering and boatbuilding in which women have successfully replaced men.

Employers are, therefore, earnestly urged to continue their endeavours to substitute women for men and to experiment in the employment of women in new types of jobs for which men have been considered essential in the past. District Shipyard Controllers and Shipyard Labour Supply Officers have been asked to give all possible help, and employers are recommended to seek their advice and assistance.

As regards particular aspects of the employment of women on men's work in these industries, the leaflet refers to the need for con-

sultation with trade union officials on the subject and contains some observations on the unsuitability of certain work for women, the provision of welfare facilities, and the existing administrative regulation of hours of work and overtime. The leaflet also contains, as an Appendix, the text of an Agreement concluded on the 17th July, 1941, between the Shipbuilding Employers' Federation and the Confederation of Shipbuilding and Engineering Unions, regulating the wages and conditions of employment of women employed in shipbuilding and ship-repairing establishments for the period of the war on work normally done by male labour.

**Wage adjust-  
ments recom-  
mended for  
British coal-  
mining  
industry**

The Board of Investigation appointed on June 5, 1942 by the Minister of Labour and National Service and the President of the Board of Trade to inquire into wages and conditions of employment in the coal-mining industry in Britain presented its report on June 18. The Mineworkers' Federation had asked for a wage increase and a guaranteed minimum; the Mining Association took the view that any increase should be in the form of a bonus for attendance and output. The Board recommended for all workers over 21 a flat increase of 2s. 6d. per shift and national minimum wages of 83s. a week for underground workers and 78s. for surface workers. No minimum wage was suggested for workers under 21. Underground workers between 18 and 21 should receive, it was considered the same wage increase as those over 21, but surface workers under 21 and underground employees under 18 should receive smaller increases which would vary with their age and the nature of their employment. In addition a sliding scale of output bonuses was recommended for all production over a standard fixed for each pit.

The Mineworkers' Federation had asked for somewhat higher rates and had not suggested that any distinction be made between underground and surface workers. However the Board felt that differentiation was justified by the special conditions of underground work. The proposals of the Board apply to male workers actually engaged in "winning, raising and handling coal" and will apply to other male workers and women workers only in so far as such application would be in accordance with existing practices. The Board estimated that the cost of its proposals exclusive of the output bonus would amount to about £23,500,000 a year, and that only about 3 per cent of the workers, mostly on the surface, were now receiving wages below the proposed minima.

The Board pointed out that miners' wages consist of a basic rate, certain first-rate additions such as war bonuses, and "percentage additions" which depend on the proceeds from the sale of the coal produced, percentage rates have, in many cases, been declining due to such factors largely beyond the workers' control as wartime labour shortage, a rise in costs, and controlled prices. To protect workers against further reductions in percentage rates, to ensure that they would receive a stable increase over existing wages the Board suggested that the ruling percentage rates in effect on June 1, 1942, should be taken as the minimum rates to which the wage increase recommended by the Board would be added, or that the increase should vary with the variations in percentage rates so that wages would remain the same.

In regard to the output bonus, the Board suggested that a standard tonnage be fixed for each pit, and for any four-weeks period in which output exceeds the standard tonnage earnings should be increased by a special payment dependent on the amount by which the standard is exceeded. The standard should be adjusted when the productivity of the pit changes for more than a fortnight due to changes in man-power or other reasons beyond the control of the workers or management.

The Government and both sides of the industry have accepted the Board's recommendations, and a 3s. per ton increase in the price of coal was authorized to meet the rise in wages and other increased costs. Subsequently, at the request of employers and workers the Board worked out a scheme for determining output bonuses on the basis of district rather than individual pit output. The scheme was put into effect September 6 for a three-month trial period.

#### **Recruitment of Juveniles in British Coal-Mining Industry**

In Great Britain the first report of a Committee of Enquiry into the recruitment of boys and youths for the coal-mining industry indicates that the number of young entrants to the mining industry has fallen from an annual total of 30,000 to a present figure of slightly over 14,000 in the year. This rate of recruitment falls far short of the gross wastage rate arising from deaths or retirements through age or incapacity.

As the main operative causes of the reluctance of boys to enter the coal-mining industry the Committee enumerate various

factors, particularly the past record of the industry as regards unemployment, the wage level, the widespread feeling that the type of employment provided by the industry is uncongenial because of conditions peculiar to the industry, and the widened choice of occupations open to boys in mining districts as the result of the development of facilities for local transport. These causes, the Committee state, are not likely to be removed by short-term remedies. If boys are to be attracted in adequate numbers to the industry, it will be necessary to provide a greater sense of economic security and a firmer assurance of a progressive career.

To this end, the Committee put forward a number of recommendations designed to serve as the basis of a long-term recruitment policy. These recommendations are governed by a single general principle, viz., that every effort should be made to increase the sense of economic security for persons who enter the coal-mining industry, that adequate provision should be made for the systematic training of new entrants for the work which they will be called upon to perform, and that, as far as possible, the new entrant will be assured of a regular progress up to the stage when he qualified as an adult workman in his occupation.

As regards training, the principal recommendations of the Committee propose that all new juvenile entrants to the coal-mining industry should undergo a period of training during ordinary working hours and be paid the appropriate rate of wages, according to the prevailing scale for juveniles. The initial training period should be not less than sixteen weeks. The first eight weeks should be devoted to general instruction at a suitable centre (at the headquarters of a colliery or group of collieries, or at a convenient mining school or institute), together with practical demonstration at a non-productive underground gallery specially prepared for the purpose. The second eight weeks should be devoted to practical work in an actual production unit to be reserved and worked for training purpose at the pit or group of pits at which the trainee is employed.

At the age at which youths are eligible for work at the coal-face, they should undergo further training, extending over not less than six months, on all relevant coal-face operations, the training being given at the actual production unit reserved and worked for training purposes at the pit or group of pits at which the youth is employed.

Other recommendations of the Committee on the long-term aspects of the problem of

the recruitment of boys for coal-mining advocate the continuance into the post-war period of the guaranteed week, as embodied in the Essential Work Orders and the compulsory medical examination of the boys, as part of the proposed Mines Medical Service.

With regard to the immediate need to recruit additional juveniles for the industry, the principal recommendation of the Committee proposes that the Minister of Labour and National Service should allow youths in other industries, on reaching the age of 18½ years, for coal-mining employment as against military service.

**Transfer of  
mine workers  
in U.S.**

The production and maintenance workers released as a result of the War Production Board's recent order closing all large gold mines. One estimate indicates that about 3,250 men were released by this order.

The directive of the War Man-power Commission prohibits employers from taking former gold-miner workers for work in any state west of the Mississippi except upon referral of such workers to the employers by the United States Employment Service. It also directs the Employment Service to refer all ex-gold-miner workers to jobs in the non-ferrous metal industry unless such a referral would entail undue hardship upon the workers or would not be in the best interests of the war effort.

Provision for appeal is also included for employers and employees who are not satisfied with an act or failure to act under this directive.

Reference to the transfer of gold-mine workers in Canada was made on page 1137 of the October LABOUR GAZETTE.

**Survey in  
United States  
intended to  
facilitate  
employment  
of women**

Paul V. McNutt, chairman of the War Man-power Commission in the United States, has requested employers to make an immediate survey of all jobs in their organizations to determine which can be filled by women. He asked that preparations be made to employ the largest number of women possible. He also asked management and labour organizations to remove all bars to the employment of women in occupations to which they are or can be fitted.

The United States Employment Service has listed over 460 industrial jobs as suitable for women, though 40 per cent of these would be suitable only with some break-down of the job or rearrangement of the industrial process to enable women to perform them. At the time this list was compiled women worked in only a small proportion of these occupations.

The United States Department of Labor, noting the rapid increase in the employment of women workers, anticipates that nearly two million women will have been taken on by industry during the last six months of 1942. This will bring total woman-employment to a peak of over fifteen million, of whom about three and a half million will be engaged in war work.

**United States  
policy on  
employment of  
mothers of  
young children**

The United States War Man-power Commission has recently issued a statement recommending that the employment of mothers of young children be deferred until all other sources of labour are exhausted and proposing conditions of employment for this class of worker which will secure the minimum disruption of normal home life. Employers should not refuse to hire women of this class but should let each woman decide whether her home responsibilities permit her to accept employment. If women with young children are employed, their hours and shifts should be arranged so as to interfere as little as possible with their home duties. The Commission recommended that community projects be developed to provide day-time care for the children of working mothers who are unable to make other arrangements for them. The provision of such facilities is to be promoted by the Office of Defence Health and Welfare Services which has been authorized to co-ordinate the activities of all government departments concerned with this problem.

The Federal Government has announced that it will make grants-in-aid to States unable to finance programs of day-care for the children of working mothers by other means. The State departments of Welfare or Education are to administer such programs which must be approved by the Federal Children's Bureau or the Commissioner of Education. The Day-Care Unit of the Children's Bureau is preparing statements of policy to guide State authorities and will provide child-welfare field consultants to assist the States in developing their programs.

**Consultation service on accident prevention in the United States**

The services of experts on accident prevention are made available free of charge for consultation purposes to plants in the United States engaged in war production. This is the result of a plan put into effect by the National Committee for Conservation of Man-power in War Industries which was set up in 1940 by the Secretary of Labour to help in reducing casualties on the production front (LABOUR GAZETTE, 1940, p. 1105). The members of the Committee serve on a voluntary basis and include safety experts from private industry, representatives of organized labour and State officials administering safety and health laws.

According to a bulletin it issued recently, the Committee now has 450 special agents at work throughout the country in strategic war production centres. These agents are practical industrial safety experts who are employed by some of the country's leading firms. Their companies permit them to spend part of their time in helping other plants to cut down accidents and in addition they devote much of their spare time to this work. They make available to management the information they have accumulated from personal experience or from other safety experts and agencies on methods whereby specific accident and health hazards can be corrected and plant safety programs developed. The Division of Labor Standards of the U.S. Department of Labor serves as a co-ordinating office and clearing house for the National Committee.

The Committee also offers free safety training courses to foremen and supervisors. These courses are conducted by local engineering colleges in war-production centres. Finally, the Committee issues popular and technical bulletins on safety as well as posters.

**Accident prevention in Sweden**

A joint committee consisting of representatives of the Employers' Federation and the Federation of Trade Unions, which was set up in Sweden to study industrial safety problems, has recently presented its report, which is summarized in the latest *Industrial Safety Survey* of the International Labour Office. The report stresses the necessity of combating accident risks not merely by technical measures such as protective devices, good lighting, suitable tools, etc., but also by psychological means. Among the latter are included education by lectures, posters, works instructions, etc., and also occupational selection according to the principle of "the right

man in the right place". With regard to occupational selection the conclusions of the Committee are similar to those of the Industrial Health Research Board in Great Britain (LABOUR GAZETTE, October, 1942, p. 1176). It is pointed out that only about 25 per cent of industrial accidents occur in connection with machinery and that 15 to 25 per cent of workers account for about 50 per cent of all industrial accidents. This seems to indicate that certain persons are particularly "accident-prone" and that good results can be obtained by influencing the human factor.

One of the most important points dealt with in the report concerns the workers' safety delegates who are to be found in many plants. The Committee states that such delegates should "enjoy complete immunity as to their person, position and remuneration," and that they should be allowed to devote much more time than at present to safety. Moreover, in workplaces with more than 100 workers safety committees should be appointed consisting of the workers' safety delegates and of plant engineers, foremen and others representing the management.

**Food in war and post-war** "Will Food Win the War?" and "Canada in a Hungry World" by Andrew Stewart, are two pamphlets in the series "Behind the Headlines" recently published jointly by the Canadian Institute of International Affairs and the Canadian Association for Adult Education. They make a contribution to present-day discussions on the relation of food to victory and the place of farm products in the post-war world.

In order to appraise the part which food may play in winning (or losing) the war, Mr. Stewart points out the necessity of considering the manner in which food may contribute to military victory (or defeat), and the manner in which it may contribute to political stability (or disintegration) at home. Of the many factors that may contribute to the breakdown of political unity and of civilian war effort, it is emphasized that indirectly, food may be a factor because marked inequalities in the food available to persons within any nation, or between allied countries may destroy the united effort. Directly, food is important in supporting the capacity of workers to produce, and in maintaining civilian morale.

In combating inefficient production the importance of food is discussed. During wartime, the imperative need for essential war materials requires unusual effort on the part of men and women in industry. But to provide energy and effort in production the

human machine must be adequately supplied with fuel; and to persist in production it must be repaired and maintained. This is the direct function of food. The capacity of the workers to sustain their productive effort depends, to a large extent, on the provision of adequate diets.

With Great Britain, and now Russia, occupying essential positions in the war strategy of the United Nations but deficient in domestic food production, the position of the United Nations is always precarious. If we can assume that great food-producing countries like Canada will be willing to make every sacrifice to provide the food for Britons and Russians, then the food problem of the United Nations is a problem of shipping. The problem can be met, and these two countries adequately supplied with food, only by the

utmost economy in the use of shipping for the movement of food, by a shipbuilding effort sufficient to make good the tonnage lost at sea, and by destruction of Axis submarines at sea, in their bases, or in construction yards.

"Canada in a Hungry World" is a brief consideration of some of the conditions on which the reorganization of post-war society depends. The assistance to needy countries for the first few years and more permanent arrangements of production, distribution and consumption of farm products in the post-war world are topics of discussion. The author expresses the hope that the post-war world will see the development of ways in which the risks of farm production may be spread more widely with provision for a larger measure of security for farm producers than they have experienced in the past.

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### Welfare Conditions Among British Women in the Armed Services

The Committee on Amenities and Welfare Conditions in the three Women's Services, appointed in Britain last February as a result of rumours and complaints regarding conditions in the Services, presented its report to Parliament in August. The Committee considered problems of organization and staffing, employment and conditions of work, health and morals, clothing, housing, feeding, educational and recreational services and other welfare conditions among women in the Army, Navy and Air Force. It found in general, that the charges levelled against the Services were unwarranted and pointed out that the rapid expansion of the Services from almost non-existent foundations would inevitably cause temporary conditions of hardship which were being gradually remedied.

The Committee made a number of recommendations regarding organization in the Services. It stressed the need for more recruits to replace men for combat work; and recommended also that women in the Services doing work which could be done by part-time civilian workers should be transferred to more active duties. It also suggested that the exemption from service of the childless wives of service men be reconsidered.

In regard to employment, the report urged that hours of work should be limited to eight a day and forty-eight a week and that rest-pauses, preferably in the open air, be granted. It pointed out that "irregular rhythm of working hours is injurious to health" and suggested that shift systems be arranged so that hours are regular, and that women on continuous shift work do the same watch regularly for a fortnight before changing over.

The importance of providing adequate educational opportunities for members of the Services was stressed and the appointment of education officers proposed. It was suggested that voluntary local welfare officers who link the Services with the civilian community should hold periodical meetings to exchange ideas.

Other recommendations urged improvement in accommodation and more careful inspection of billets, the provision of better recreational services particularly on remote sites, the use of intelligence tests for selecting recruits, improvements in medical supervision especially in regard to the treatment of minor ailments, and the arrangement of entertainment and comforts for members travelling or on leave.

## RECENT PROCEEDINGS UNDER THE INDUSTRIAL DISPUTES INVESTIGATION ACT

**R**EPORTS were received during the past month from four Boards of Conciliation and Investigation established to deal with the following disputes.

1. Between the Granby Consolidated Mining, Smelting, and Power Company, Limited, the Princeton Tulameen Coal Company, Limited, and Tulameen Collieries, Limited, all of Princeton, B.C., and their respective employees, members of Local 7875, United Mine Workers of America;

2. Between the Canadian Car and Foundry Company, Limited, and employees in its Longue Pointe Works, Montreal, P.Q., members of Local 2525, United Steelworkers of America;

3. Between the Canadian Car and Foundry Company, Limited, and employees in its Turcot Works, Montreal, P.Q., and employees, members of Lodge 712, International Association of Machinists (supplementary report);

4. Between Chrysler Corporation of Canada, Limited, Chatham, Ont., and its employees, members of Local 127, United Automobile Workers of America.

The texts of these reports will be found at the end of this statement.

### Applications Received

During the month of October, eighteen applications for the establishment of Boards of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act were received in the Department of Labour as follows:—

1. From employees of the Manitoba Rolling Mill Company, Limited, Selkirk, Man., members of the Selkirk Rolling Mill Employees' Federal Union No. 120. The dispute, which arose out of a request for union recognition and the negotiation of an agreement providing for increased wages and improved working conditions, was said to directly affect about 474 employees. On October 15, Mr. H. S. Johnstone, Industrial Relations Officer, Dominion Department of Labour, Regina, was appointed an Industrial Disputes Inquiry Commissioner to investigate the dispute.

2. From employees of Border Cities, Limited, Windsor, Ont., members of Local 195, United Automobile Workers of America. Nine hundred employees were said to be directly affected in the dispute which developed out of a request for union recognition and the negotiation of a collective agreement. On October 26, Mr. Louis Fine, Chief Concilia-

tion Officer, Ontario Department of Labour, Toronto, was authorized to investigate the dispute.

3. From employees of Canadian Copper Refineries, Limited, Montreal, P.Q., members of Local 23184, Copper Refiners' International Union affiliated with the A.F. of L. The dispute, which concerns the negotiation of a collective agreement, is said to affect 300 employees directly. On October 23, Mr. Bernard Rose, K.C., Montreal, was authorized as Industrial Disputes Inquiry Commissioner, to investigate the dispute. At the end of the month, the Commissioner advised that the inquiry had been adjourned in order to give the employees an opportunity of submitting a request for increased wage rates to the Regional War Labour Board for Quebec.

4. From employees of the Canadian Pacific Railway Company, Vancouver, B.C., members of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees. Sixteen employees are said to be directly affected by the dispute which arose out of the employees' request for the negotiation of a collective agreement. Mr. F. E. Harrison, Western Representative of the Dominion Department of Labour is investigating the dispute.

5. From employees of Vulcan Iron Works, Limited, Winnipeg, Man., members of Local 126, International Brotherhood of Boilermakers, Iron Shipbuilders, Welders and Helpers of America, Local 565, International Brotherhood of Blacksmiths, Drop Forgers and Helpers; Local 174, International Moulders and Foundry Workers' Union of North America; and Lodge 646, International Association of Machinists. About 563 employees are said to be directly affected by the dispute, which concerns union recognition and the negotiation of a collective agreement. On October 17, Mr. H. S. Johnstone, Industrial Relations Officer, Dominion Department of Labour, Regina, was appointed an Industrial Disputes Inquiry Commissioner to investigate the dispute.

6. From certain employees of Dowty Equipment, Limited, Montreal, P.Q. The dispute, which was said to affect 70 employees, directly concerned the dismissal of three employees allegedly because of their efforts to have employees' grievances brought before their employer. Prior to the receipt of the application, Mr. Bernard Rose, K.C., Montreal, had been authorized, as Industrial Disputes Inquiry Commissioner, to investigate

the dispute, and during his investigation the application for the establishment of a Board was received. Mr. Rose was able to effect a settlement of the dispute, the dismissed employees being reinstated, it being agreed by the parties that the question of the establishment of a shop committee would be considered. The application for the establishment of a board was withdrawn October 15.

7. From employees of Belding-Corticelli, Limited, Montreal, P.Q., members of the International Union of Silk Hosiery Employees. The dispute, which concerns union recognition and the negotiation of a collective agreement, is said to concern 400 employees directly. On October 13, two hundred and seventy-six employees gave notices of separation which were accepted by the employer. It is reported by the company that seventy-eight of these employees subsequently returned to work. On October 26, Mr. Bernard Rose, K.C., Montreal, was authorized, as Industrial Disputes Inquiry Commissioner, to investigate the dispute. A further reference to this dispute will be found in the table in this issue dealing with strikes and lockouts in Canada.

8. From employees of Gotfredson, Limited, Walkerville, Ont., members of Local 195, United Automobile Workers of America. The dispute, which is said to affect 900 employees directly concerns union recognition and the negotiation of a collective agreement. Mr. Louis Fine, Chief Conciliation Officer, Ontario Department of Labour, Toronto, was authorized to investigate the dispute.

9. From employees of Riverside Iron Works, Limited, Calgary, Alta., members of Local 360, International Moulders and Foundry Workers' Union of North America. A strike occurred on September 24. The dispute, which concerns union recognition and the negotiation of a collective agreement is said to affect about 86 employees directly. A strike took place at the end of September previous to the receipt of the application for a board. After work was resumed, Mr. H. S. Johnstone, Industrial Relations Officer, Dominion Department of Labour, Regina, was appointed an Industrial Disputes Inquiry Commissioner to investigate the dispute. He reported that he was unable to effect a mutually satisfactory settlement and the employees then submitted their application for a board. The personnel of the board which was established November 2 is as follows: His Honour Judge J. W. McDonald, District Court Judge, chairman, appointed on the joint recommendation of the other two members; Mr. Gordon G. Cushing, appointed on the nomination of the employees; Mr. C. S. Blanchard, K.C.,

appointed on the nomination of the employer. All three reside in Calgary.

10. From certain employees of Montreal Tramways Company, Montreal, P.Q., members of Local 790, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, and the National Catholic Union of Street Railway Employees (Bus Drivers' Section). On October 29, Mr. Bernard Rose, K.C., Montreal, was authorized, as Industrial Disputes Inquiry Commissioner, to investigate the dispute.

11. From employees of Shawinigan Chemicals, Limited, Shawinigan Falls, P.Q., members of Local 357, International Moulders and Foundry Workers' Union of North America. The dispute concerns union recognition and the negotiation of a collective agreement, it being said that approximately 175 employees are directly affected and 2,000 indirectly. On October 26, this dispute was referred to Mr. Bernard Rose, K.C., Montreal, who, as an Industrial Disputes, Inquiry Commissioner, was authorized to make an investigation.

12. From employees of Hull Iron and Steel Foundries, Limited, Hull, P.Q., members of Local 318, International Moulders and Foundry Workers' Union of North America. The dispute, which is said to affect 750 employees directly and 800 indirectly, arose out of a request for the recognition of the union as the employees' bargaining agent.

13. From employees of the Imperial Tobacco Company of Canada, Limited, members of Local 234 of the International Union of Tobacco Workers. Some 3,100 employees are said to be directly affected in the dispute. On October 22, Mr. Bernard Rose, K.C., Montreal, was authorized, as Industrial Disputes Inquiry Commissioner, to investigate the dispute.

14. From employees of W. C. MacDonald, Incorporated, Montreal, P.Q., members of Local 235, International Union of Tobacco Workers. Sixteen hundred employees are said to be directly affected by the dispute. On October 22, this dispute was also referred to Mr. Bernard Rose, K.C., as an Industrial Disputes Inquiry Commissioner, for investigation.

15. From employees of Leeder's Limited, Winnipeg, Man., members of Lodge 646, International Association of Machinists. The dispute, which arose out of the employees' request for a collective agreement negotiated through their own representatives, is said to affect 85 employees directly. Subsequent to the receipt of the application the Department was informed that certain employees had been dismissed following the application for a Board of Conciliation and Investigation.

The Company stated that these employees were dismissed for cause. On October 22, Mr. T. W. Laidlaw, K.C., Winnipeg, was appointed an Industrial Disputes Inquiry Commissioner to investigate these dismissals.

16. From employees of Montreal Stock Yards, Limited, Montreal, P.Q., members of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees. This dispute arose out of the employees' request for the negotiation of an agreement.

17. From employees of Searle Terminal, Limited, Fort William, Ont., members of Lodge 650, Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees. This dispute, which is said to affect 50 employees directly and 700 indirectly, arose out of the request for the negotiation of an agreement.

18. From employees of Robert Mitchell Company, Limited, Ville St. Laurent, P.Q., members of the United Steelworkers of America. The dispute, which is said to affect 450 employees directly, arose out of the employees' request for the negotiation of a working agreement and reclassification of occupations and wages.

#### Other Boards Established

On October 23, a Board of Conciliation and Investigation was established to deal with a dispute between Ontario Steel Products Company, Limited, Chatham, Ont., and its employees, members of Local 127, United Automobile Workers of America (LABOUR GAZETTE, October, 1942, p. 1121). On September 25, Mr. J. S. McCullagh, Industrial Relations Officer, Dominion Department of Labour, Ottawa, was appointed an Industrial Disputes Inquiry Commissioner, to investigate the dispute. The Commissioner's report, received on October 22, recommended the establishment of a board but the constitution of the Board was not proceeded with pending the outcome of further negotiations to bring about a settlement.

#### Change in Personnel of Boards

In the October issue of the LABOUR GAZETTE, p. 1121, it was reported that Senator Elie Beauregard, K.C., Montreal, P.Q., had been appointed on the nomination of the employer to a Board established to deal with a dispute between the Canadian Marconi Company, Montreal, P.Q., and its employees, members of the Montreal Metal Trades Council's Marconi Union. On October 2, Senator Beauregard resigned from the board and, in the absence of another nomination from the employer, the Acting Minister of Labour appointed Mr. Walter Merrill, K.C., Montreal, to replace Senator Beauregard.

On October 21, pursuant to Section 65 of the Industrial Disputes Investigation Act, the Acting Minister of Labour established a Board of Conciliation and Investigation to deal with the dispute between Howard Smith Paper Mills, Limited, Beauharnois, P.Q., and its employees. A strike, involving 475 employees directly, had occurred on October 1. At the end of the month two members of the board had been appointed. Mr. Maximilien Caron, Montreal, P.Q., nominated by the employees; Mr. Paul Bourget had been appointed to the board on the nomination of the employer, however he subsequently was unable to act and Mr. C. N. Moisan, Montreal, P.Q., was appointed in his stead.

#### Other Boards Fully Constituted

The constitution of the Board of Conciliation and Investigation established in September to deal with the dispute between the Allison Logging Company, Limited, the Kelley Logging Company, Limited, J. R. Morgan, Limited, and Pacific Mills, Limited, Queen Charlotte Islands, B.C., and their respective employees, members of Local 1-71, International Woodworkers of America (LABOUR GAZETTE, October, 1942, p. 1122) was completed during the month of October. The personnel of the board is as follows: His Honour Judge A. M. Harper, chairman, appointed on the joint recommendation of the other two members; Mr. R. H. Tupper, appointed on the nomination of the employer; and Mr. Arthur J. Turner, M.L.A., appointed on the nomination of the employees. All three reside in Vancouver, B.C.

The constitution of the Board of Conciliation and Investigation established in September to deal with the dispute between the Canada Paper Company, Windsor Mills, P.Q., and its employees, members of the National Catholic Union of Canada Paper Company Employees (LABOUR GAZETTE, October, 1942, p. 1122), was completed during the month of October. The personnel of the board is as follows: The Honourable Justice Alfred Savard of the Superior Court of Quebec, Quebec City, chairman, appointed on the joint recommendation of the other two members; Mr. John E. Crankshaw, K.C., Montreal, P.Q., appointed on the nomination of the employer; and Mr. Gerard Picard, Quebec City, appointed on the nomination of the employees.

The Board of Conciliation and Investigation established in September to deal with a dispute between the Dominion Engineering Works, Limited, Longueuil, P.Q., and its employees, members of the Metal Trades Council of Montreal and vicinity (LABOUR GAZETTE, October, 1942, page 1122), was fully constituted during October. The personnel of the board is as follows: Mr. F. W. Edge,

chairman, appointed by the Minister of Labour, in the absence of a joint recommendation from the other two members; Mr. William C. Nicholson, K.C., appointed on the nomination of the employer; and Mr. James Somerville, appointed on the nomination of the employees. All three reside in Montreal.

### Applications Rejected

In connection with the dispute between Bruck Silk Mills, Limited, Cowansville, P.Q., and its employees, members of the National Union of Silk Workers of Cowansville, Canadian Congress of Labour, (LABOUR GAZETTE, September, 1942, page 1004), it was found that, as the plant concerned was not engaged in war work, the dispute did not fall within the scope of the Industrial Disputes Investigation Act, as extended by Order in Council P.C. 3495 as amended. The parties to the dispute were advised that in these circumstances, the Minister of Labour could establish a Board of Conciliation and Investigation only on the joint application or with the joint consent of the parties concerned. As this joint consent was not given, the application for the establishment of a board was rejected on October 10.

On October 9, Mr. Bernard Rose, K.C., Montreal, who had been authorized as an Industrial Disputes Inquiry Commissioner to investigate a dispute between the Philip Carey Company, Limited, Lennoxville, P.Q., and its employees, reported that since a substantial majority of the employees had voted in favour of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers as their bargaining agent and as the Company had entered into an agreement with this union on August 25, he recommended that the application for a Board of Conciliation and Investigation be not granted. The application was therefore rejected and the interested parties were notified.

An application for the establishment of a Board of Conciliation and Investigation in a dispute between the Ontario-Minnesota Pulp and Paper Co., Ltd., Fort Frances, Ont., and its employees, members of Lodge 760, International Association of Machinists, Local 731, International Brotherhood of Electrical Workers, Local 92, International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Local 306, International Brotherhood of Paper Makers, and Local 146, International Brotherhood of Firemen and Oilers, was ruled as not coming under the scope of the Industrial Disputes Investigation Act, it being a matter for decision by the Ontario Regional War Labour Board since the dispute concerned the extension of the existing provisions for vacations with pay.

### Other Reports of Industrial Disputes Inquiry Commissioners

In the dispute between William Kennedy and Sons, Owen Sound, Ont., and its employees, members of Local 2469, United Steelworkers of America (LABOUR GAZETTE, October, 1942, page 1121), a report was received from Mr. F. J. Ainsborough, Industrial Relations Officer of the Dominion Department of Labour, Toronto, who had been appointed an Industrial Disputes Inquiry Commissioner to investigate the dispute. At the end of the month Mr. Ainsborough reported that as a result of the taking of two ballots in the plant, the United Steelworkers of America had been chosen as the bargaining agency in both sections of the plant. The company had previously agreed to enter into a collective agreement with the party or parties chosen by the employees.

A report was made September 21 by the Industrial Disputes Inquiry Commission appointed to inquire into the facts and circumstances pertaining to an application by District 18, United Mine Workers of America, for an order of the National War Labour Board requiring Canadian Collieries (Dunsmuir) Limited, to increase wage rates generally by 30 per cent at the Company's Nanaimo and Cumberland Mines on Vancouver Island, B.C. (LABOUR GAZETTE, October, 1942, page 1123). The Commission found that the Company was not in a position financially to grant any increase in wages. Subsequently the National War Labour Board directed that the Company "maintain and continue in effect the existing agreed schedule of basic wage rates for the occupational classifications covered by the application in conformity with the terms of the Supplementary Agreement of April 26, 1940, and payment of cost-of-living bonus in conformity with the provisions of the Wartime Wages Control Order P.C. 5963, subject to adjustment as required by any General Order of the National War Labour Board in accordance with the provisions of P.C. 5963."

On October 31, Mr. Louis Trottier, who had been appointed an Industrial Disputes Inquiry Commissioner to investigate a dispute which had developed in the plant of Dominion Textiles Limited, Montmorency Falls, P.Q., reported an improvement in the situation.

### Other Settlements

During October a settlement was reported in the dispute between McCord Radiator and Manufacturing Co., Walkerville, Ont., and its employees, members of Local 195, United Automobile Workers of America (LABOUR GAZETTE, August, 1942, page 890). The parties concerned have entered into a collec-

tive agreement. The agreement between the company and the union is summarized in the article entitled "Recent Industrial Agreements and Schedules of Wages" appearing elsewhere in this issue.

On October 17, Mr. H. R. Pettigrove, Industrial Relations Officer, Dominion Department of Labour, Fredericton, forwarded to the Department copies of an agreement signed by the Atlantic Sugar Refineries, Limited, Saint John, N.B., and its employees,

members of Local 20, Sugar Refineries' Workers' Union (LABOUR GAZETTE, October, 1942, page 1123). The employer also agreed to join in submitting an application to the National War Labour Board for New Brunswick requesting approval of certain clauses dealing with the payment of increased wages and overtime. A summary of the agreement will be found in the article entitled "Recent Industrial Agreements and Schedules of Wages" appearing elsewhere in this issue.

### Reports of Boards in Disputes between Granby Consolidated Mining, Smelting and Power Company, Limited, the Princeton Tulameen Coal Company, Limited, and Tulameen Collieries, Limited, all of Princeton, B.C., and Their Respective Employees

Reports were received during the month of October from three Boards of Conciliation and Investigation established to deal with disputes involving the Granby Consolidated Mining, Smelting and Power Company, Limited, the Princeton Tulameen Coal Company, Limited, and Tulameen Collieries, Limited, all of Princeton, B.C., and their respective employees, members of Local 7875, United Mine Workers of America (LABOUR GAZETTE, February, 1942, page 133).

The personnel of the three boards was identical and was as follows: His Honour Judge H. H. Shandley, Victoria, B.C., appointed by the Minister of Labour in the absence of a joint recommendation from the other two members; Mr. Clarence E. Smith, K.C., Calgary, Alta., appointed on the nomination of the employees; and Mr. F. W. Guernsey, Vancouver, B.C., appointed on the nomination of the employers.

The reports of the boards are signed by the chairman and the employers' nominee, Mr. Guernsey, and the minority reports were submitted by Mr. Smith, the employees' nominee.

The texts of these reports follow.

#### Reports of Boards

VICTORIA, B.C.

26th September, 1942.

Honourable HUMPHREY MITCHELL,  
Minister of Labour,  
Ottawa.

SIR.—

*Re Industrial Disputes Investigation Act and  
re Dispute Between the Granby Con-  
solidated Mining, Smelting and Power  
Company, Limited, Princeton, B.C., and  
Employees, Members of Local 7875,  
United Mine Workers of America.*

I have the honour to report that the Board sat at Princeton, B.C., on the 31st day of March last and before hearing any evidence,

Mr. Morrison representing the Employees stated that in pursuance of Section 24 of the Act an endeavour should be made to bring about a settlement and suggested both parties enter into a conference and this the Company's representatives readily agreed to, and at their suggestion the Board adjourned to be reconvened after the conference. The conference lasted many hours and then the Board was asked to reconvene and on so doing both parties thought an amicable agreement could be arrived at and at their request the Board was adjourned *sine die*; the Company undertaking that it would attempt to negotiate a contract with representatives from their own employees. In the interval, proposed contracts were submitted but finally the men's committee declined to negotiate further, they having come to the conclusion that any agreement to be made must be made with the Union and not with a committee of the men.

An official of the United Mine Workers of America, District No. 18, was present at all the conferences in an advisory capacity to the representatives of the employees, and although each party to the dispute blamed the other for the failure of the negotiations I am convinced that the real cause was that the Union strenuously objects to any agreement being made between the Company and a committee representing the employees and not with the Union because of statements made by Mr. Livett that such an agreement would jeopardize the principles of the trade union movement.

On being advised that no agreement had been arrived at the Board reconvened at Vancouver and evidence was taken on the 24th and 25th of August.

The Board having come to the conclusion that it had no jurisdiction to decide any dispute as to the rate of wages, the only matter left in dispute was as to whether there should be Union recognition.

The Company produces copper for sale—not coal—the colliery being operated to make power to operate the copper mine. The Company contended that for the past forty years it had satisfactorily negotiated with their employees and that no matter of dispute existed until the Union Officials entered into the Princeton area and therefore the policy the Company had adopted in the past should not be disturbed. In this case and for the time being I agree with this contention.

I am satisfied that the officials of the United Mine Workers of America District No. 18 think that this is an opportune time to enter into this area in the interests of the trade union movement and insist upon all the companies operating in the area entering into agreements with the Union and not a Committee of the men as heretofore, and that these agreements provide for a closed shop and check-off.

It was a statement made to the Board by Mr. Livett, that convinced me that at this time when there is a shortage of copper and fuel of all kinds it would not be in the interests of the nation that the Company be compelled to enter into an agreement with this Union. Mr. Livett's statement was that his Union considered that if a coal company could not pay the rate of wages paid in other parts of the Province then that Company should shut down. Now the coal in the Princeton area is of a low grade and cannot compete with Vancouver Island coal; consequently the operators cannot operate and pay the rate of wages paid to men working a higher grade of coal.

After giving the matter very careful consideration I am convinced that if the Company were compelled to enter into an agreement with the Union then a demand would be made to pay the same rate of wages as paid in other parts of the Province and when this demand could not be met the mine would be compelled to close down as that is the policy of the Union according to the statement made by Mr. Livett, and this, according to a public announcement made by the Minister of Mines in this Province, at a time when the production of copper is steadily falling and the situation becoming serious, producing less than in peacetime.

As I have already said, I am of the opinion that no contract should be made between the Company and the United Mine Workers of America, District No. 18.

I have the honour to enclose the report of Mr. F. W. Guernsey, concurring in my opinion, and also the report of Mr. C. E. E.

Smith, K.C., which is to be submitted to you as a minority report.

I have the honour to be,

Sir,

Yours respectfully,

(Sgd.) H. H. Shandley,  
Chairman.

VICTORIA, B.C.,

26th September, 1942.

Honourable HUMPHREY MITCHELL,  
Minister of Labour,  
Ottawa.

*Re Industrial Disputes Investigation Act and  
re Dispute Between the Princeton Tula-  
meen Coal Company, Limited, Princeton,  
B.C., and Employees, Members of Local  
7875, United Mine Workers of America.*

Sir.—This Company has operated since July, 1937, employing from twenty to eighty-five men, according to the seasonal demand for coal. It is working in a low grade of coal and has never paid a dividend; in fact it borrowed from one of its members a large sum of money for working capital and has never been able to repay any part of it, about \$70,000 being owing at this time.

The Company contended that it had always satisfactorily negotiated with its employees and that no matter of dispute existed until the officials of the United Mine Workers of America, District No. 18, entered the area and therefore the policy of the Company in the past should not be disturbed.

I find the same facts in this dispute as I did in the Granby dispute and am therefore of the same opinion, namely, that no contract should be made between the Company and United Mine Workers of America, District No. 18.

I enclose the report of Mr. F. W. Guernsey, concurring in my opinion, and the report of Mr. C. E. Smith, K.C., which is submitted to you as a minority report.

I have the honour to be,

Sir,

Yours respectfully,

(Sgd.) H. H. Shandley,  
Chairman.

VICTORIA, B.C.,

26th September, 1942.

Honourable HUMPHREY MITCHELL,  
Minister of Labour,  
Ottawa.

*Re Industrial Disputes Investigation Act and  
re Dispute Between the Tulameen Col-  
lieries, Ltd., Princeton, B.C., and Em-  
ployees, Members of Local 7875, United  
Mine Workers of America.*

Sir.—I find the same facts in this dispute as I did in the Granby dispute. The only

matter of dispute that came before the Board was union recognition with a closed shop and check-off. For the reasons I gave in the Granby dispute, I am of the opinion that no contract should be made between the Company and the United Mine Workers of America, District No. 18.

I enclose the report of Mr. F. W. Guernsey, concurring in my opinion, and the report of Mr. C. E. Smith, K.C., which is to be submitted to you as a minority report.

I have the honour to be,

Sir,

Yours respectfully,

(Sgd.) H. H. Shandley,  
Chairman.

VANCOUVER, September 21, 1942.

The Honourable The MINISTER OF LABOUR,  
Ottawa, Ontario.

*Re Industrial Disputes Investigation Act and  
disputes involving the Granby Consolidated Mining, Smelting and Power Company, Limited; the Princeton Tulameen Coal Company, Limited; and Tulameen Collieries, Limited, Princeton, B.C., and their respective employees, members of Local Union No. 7875, United Mine Workers of America.*

SIR.—The Board of Conciliation in the above consisting of His Honour Judge H. H. Shandley of Victoria, Mr. C. E. Smith, K.C., of Calgary and myself, met at Princeton, B.C., on March 31st, 1942. This meeting was adjourned and, at the request of the Chairman, met again in Vancouver on August 24th and 25th, 1942. Evidence was given by both sides of the dispute at these meetings.

In the application of the employees to the Government the following demands were made:

- (1) Union recognition.
- (2) Right of employees to bargain collectively.
- (3) Deduction of union dues by check-off order.
- (4) In the case of the Granby Company,
  - (a) Wages of miners' helpers.
  - (b) Wages of hoistmen and rope riders.
- (5) In the case of the Tulameen Collieries Limited,
  - (a) Equalization of wages with the rates paid by Princeton Tulameen Coal Company, Limited.

The demands (4) and (5) and all reference to rates of wages were not considered by the Board, in accordance with instructions given in a letter dated March 6th, 1942, from Gerald H. Brown, Assistant Deputy Minister

of Labour, to the Chairman of the Board, His Honour Judge H. H. Shandley.

As there were no points raised regarding working conditions at the different mines, this left for consideration the demands (1), (2) and (3).

In reference to Demand No. (3), Deduction of Union Dues by Check-off Order. The evidence of the managers of the coal companies was that this demand had never been refused if a proper order by an individual employee was presented. This evidence was not refuted by any representative of the Union.

In reference to demand No. (2), Right to Bargain Collectively has never been refused, according to the management of the several coal companies. They have always been willing to meet representatives of their employees or individual employees and discuss any question which might come up. No evidence was submitted to disprove this statement.

The only question, therefore, left in dispute was demand No. (1), Recognition of the Union.

The representatives of the Union argued that the Union should be recognized on a closed-shop basis as it is the inalienable right of employees to belong to a union, also with the exception of Merritt, all other coal districts in British Columbia have recognized the United Mine Workers of America. Furthermore the majority of the employees of the coal mines demand it.

The employers state they have never denied the right of employees to belong to a union and have never discriminated against any man on account of his Union affiliations. That prior to the advent of the Union into the camp there had been harmony and good understanding between employer and employees. Since that time there has been distrust and antagonism.

That for a number of years past, direct negotiations have taken place between the employees and employers with satisfactory results to both parties. There was a mutual understanding of local conditions and it was contended that the injection of an outside organization into any negotiations would hamper the arrival at, and possibly disrupt, any agreement.

That it is the avowed policy of the Union to raise the scale of wages now paid at the Princeton mines to the basis paid at the coal mines on Vancouver Island and as the coal produced in the Princeton area is classed as a low-grade fuel and has to be sold at a lower price than the coal produced on the island, if the cost of production is raised, the

two coal mines, viz., the Princeton Tula-meen Coal Company, Limited and Tulameen Collieries, Limited, will have to close down, to the disadvantage of the employees and the community at Princeton.

From the evidence submitted, I find there has been no objection on the part of the companies to the establishment of a Local of the Union in Princeton and no discrimination has ever been exercised against any member belonging to the Union. The companies have never refused to honour a proper order for the collection of any sums which may be due.

"Recognition of the union" therefore means that all regular Union dues, fines which may be assessed against any Union member and any other sums which may be considered necessary by the Union—be collected by the company and paid to an official of the Union.

This collective method of having the dues paid, I am satisfied, is the main cause of the dispute in the Princeton camp and I consider the employers are quite within their rights and justified in refusing to grant recognition to the United Mine Workers of America.

I would suggest that at each mine a regular Employees' Association be formed to facilitate the appointment of a representative Committee with power to consult with the management on questions which may arise from time to time.

Respectfully submitted,  
(Sgd.) F. W. Guernsey.

#### Minority Reports

*Industrial Disputes Investigation Act and re the matter of the dispute between Granby Consolidated Mining, Smelting and Power Company, Limited, employer, and its coal miners and coal mine labourers, members of Local 7876, United Mine Workers of America, employees.*

This Board sat at Princeton on March 31 and after some preliminary remarks by the representatives of the parties, the Board adjourned in order that these representatives might meet in informal conference. Late that afternoon, after continuous conference and brief references to the Board, it was decided to adjourn the sitting *sine die*. This was done because the parties concerned advised the Board that there appeared to be a good chance of reaching an agreement, but that further time for negotiating would be necessary (Sec. 24). Incidentally, a preliminary objection to Mr. Locke appearing as a representative of the Granby Company, based on Section 42 of the Act, was dismissed by a majority decision of the Board.

The question of his right to appear as a director was very properly brought to the attention of the Board by Mr. Locke himself.

A great deal of time elapsed without any settlement being reached. At the resumed sitting in Vancouver on August 24, both parties made statements and led evidence with respect to what had transpired since we had met in Princeton. Notwithstanding the attempt of each party to blame the other for the failure of the negotiations, it seems apparent that the real stumbling blocks to agreement between the parties are the very items which form this dispute, namely "Union Recognition", "Union Shop" and recognition of the "Check-Off" Order, which in view of the evidence and argument before the Board might be more extensively described as:

1. The refusal of the Granby Company to enter into an agreement with the United Mine Workers of America, or even carry on negotiations with District Officers of that Union or with its own employees if the said employees purported to be acting as members of the Local Union of the United Mine Workers of America, and

2. The demand by the employees of the Company who were members of the United Mine Workers of America for a "closed shop" or probably more properly described as a "union shop" and the collection of union dues, etc., by what is known as the "check-off" order.

As indicated above, a large portion of the evidence and information put before the Board dealt with the negotiations carried on during the adjournment, the reasons for the failure or collapse of these negotiations. Whatever the reason, and each party blamed the other, the question of failure to reach an agreement is probably fairly summed up in the evidence of Mr. Beatty, at p. 89 of the transcript where he says:

"I think the negotiations broke because of the very principle which we could not agree on, which is union recognition and the closed shop."

Notwithstanding the fact, which is not only of public notoriety but also admitted and proven, that the great majority of coal mine operators in British Columbia and Alberta recognize and have written agreements with the United Mine Workers of America, which agreements provide for a "closed" or "union shop", nevertheless the Granby Company says it will not enter into any agreement with this Union nor even negotiate with it.

The Company says that it is primarily a copper organization, that the coal mine is only a department, the output from which being entirely used, with very slight exception, for its own power plant and that to enter into an agreement or even negotiate with the United Mine Workers of America would

"divorce" the two departments. It is difficult to understand in what way the two departments would be "divorced" if the Company dealt with the United Mine Workers of America any more than they would be divorced if the negotiations or agreements were with a committee of the coal miners themselves. In either case the Company would be dealing with coal miners as distinct from copper miners or other employees.

Granby also suggests that "union recognition" and "union shop" interferes with management functions. However, the agreement proposed, as the agreements in force with other coal operators, contains the following clause, which effectively answers this contention:

"The right to hire and discharge, the management of the mine and the direction of the working forces are vested exclusively with the Company, and the United Mine Workers of America shall not abridge this right. However, the Company agrees not to discharge employees or refuse work to applicants on account of, or because of their affiliation with the United Mine Workers of America."

The Company further says that agreements with the United Mine Workers of America would be unsatisfactory because it would necessitate dealing with officials who were not familiar with local conditions. This argument could apply to the great number of mines who now have an agreement with the United Mine Workers of America, but in any event it is clear that purely local matters are dealt with by the local union itself or by the Pit Committee. It is not without significance also, that this Company, which purports to be so concerned about negotiating with people who reside outside the district and therefore are probably not sufficiently familiar with local conditions, is itself governed and in this dispute was governed by the decision of a Board of Directors who apparently reside and certainly meet in the City of New York.

The Granby Company also says that the interests of the coal miners themselves can be better served if the Company deals with them directly without the intervention of the United Mine Workers of America. This contention necessarily presupposes the ability of the men to look after themselves. If, in doing so, they unanimously or almost unanimously decide to have the United Mine Workers of America act as their bargaining agent, and this without threats or coercion of any kind, surely the Company can't be justified in saying that such action is not in the interests of these men.

It is a notorious fact that small local labour organizations never have a chance of success against powerful and wealthy corporations if

in endeavouring to secure what they believe to be their just demands, they use the method approved by the Privy Council in *Young v. Canadian National Railways*, (1931) 1 W.W.R. 49, at p. 54, namely, the calling of a strike. They are usually "starved out." This is not the case, however, if they are members of and therefore have the protection and support of a powerful and wealthy Union. It is public knowledge and was so indicated by the Company that the United Mine Workers of America is just such a union. Why shouldn't the Granby coal miners be entitled to the backing of this strong organization and why shouldn't the Granby Company, like practically every other coal company, recognize this right by recognizing the union?

Since Mr. Locke has pointed out that the Board is entitled to consider matters which are of public notoriety it might not be amiss to remind ourselves that last year a similar dispute over union recognition came before a Board at Kirkland Lake, Ontario, which Board was headed by a Judge of the High Court of Ontario, and that the said Board unanimously recommended that the mine operators should bargain with union representatives. It is, of course, of wide notoriety also that the strike which resulted from the operator's refusal to follow this recommendation was "starved out." Such an ending to a strike backed by the United Mine Workers of America, however, appears to be very unlikely.

The Granby Company also led evidence from which, it was intended that this Board should infer that officials of the United Mine Workers of America were troublemakers. In reply the men indicated, one of them rather heatedly, that Mr. Locke, the Canadian Counsel of the Company, as well as a director, was the person who caused the trouble. It seemed to me, after a consideration of all the evidence, that there was very little trouble except that caused by the demand for "union recognition" and "union shop" and the Company's refusal of both. There appears to be no more reason to call the union officials troublemakers because of these demands, than there is to call the Company officials troublemakers because of their refusals.

Because of their notoriety, Mr. Locke, in his written submissions, at pp. 14 and 15, refers to three occasions which he suggests prove bad or weak leadership on the part of the United Mine Workers of America. By reason of this alleged poor leadership, he submits that this Board should not recommend that the Granby Company be required to contract with this Union. In view of this submission,

it might be well to keep in mind that although the Board had before it copies of agreements made between the United Mine Workers of America and some coal operators in British Columbia and Alberta, not a tittle of evidence was produced, either by calling the operators or otherwise, to show that these operators were dissatisfied with their agreements because of bad or weak leadership, because of breach of agreement or at all. I think that this Board, which is not a court of law, is entitled to infer exactly the opposite.

And now reference to the specific matters mentioned by Mr. Locke. In connection with what is called the "slow down" at Glace Bay, it seems to me that to the statements made by Mr. Locke there should be added the notorious fact that if it had not been for the United Mine Workers of America, there would have been no production of coal at all. Further, if there was weak leadership on the part of the United Mine Workers of America, it is even more notorious that leadership in other quarters wasn't exactly brilliant.

With respect to the "holiday" on Vancouver Island. It may be notorious that some men stopped work, but it is equally notorious that they soon went back to work when they were advised by union officials of District 18. What happened on Vancouver Island surely shows the strength rather than the weakness of the United Mine Workers of America leadership.

In the third place, reference was made to the captive coal mines strike in the United States. I agree that this is a matter of public notoriety, but the reasons for and the result of the strike is of equal if not greater notoriety. The same questions were in issue as are in issue before this Board, namely, "union recognition" and a "union shop." The men went on strike because the steel companies which owned these mines refused to recognize the union by refusing to enter into agreements with it and, of course, refused a "union shop." An arbitration board was appointed by the President, which consisted of the President of the United Mine Workers of America as the nominee of the men, the President of the U.S. Steel Company as nominee of the operators, and a high official of the Department of Labor as Chairman of the board. That board effectively approved the contention of the men by directing that the captive mine operators and the United Mine Workers of America enter into an agreement the same as the Appalachian agreement, which covered about 90 per cent of the coal industry and which contained a "union shop" clause. It would appear therefore that the proper inference to be drawn

from the whole story of the captive mine strike is one of justification of the United Mine Workers of America and condemnation of the steel companies owning the captive mines. Outside of the number of men and operators involved, the captive mine dispute and the dispute before this Board is almost identical. In my opinion, the decision of that Board is a good precedent to follow.

In conclusion, with respect to this item of dispute, may I say that I can see no sufficient reason why the Granby Company should not follow the acknowledged custom of practically every other coal operator, namely, the making of agreements with the United Mine Workers of America, and thereby assist in carrying out the spirit as well as the letter of the principles enunciated by the Dominion Government in Order in Council P.C. 2685.

#### "UNION SHOP"

It is apparent that what is asked for is a "union shop" and not a "closed shop." Reference to the clause dealing with this matter as contained in the proposed agreement, as well as to the clauses in the agreements with other British Columbia and Alberta operators proves that the clause becomes effective and operative only after an individual has been employed and starts to work. The operator's labour market is not restricted, controlled or limited.

If the principle of recognition of the Union is accepted, the "union shop" must follow as a natural complement since union recognition would be practically meaningless without the "union shop." The benefit to the men of membership in a strong, powerful union can only be maintained and safeguarded by the "union shop" clause. Of course, since about 99 per cent of the men are already members of the United Mine Workers of America a "union shop" is already in existence, in one sense, and the United Mine Workers of America cannot be charged with seeking a "union shop" clause as an organizing weapon. It is entitled to seek it, however, to confirm and consolidate the position already achieved.

#### "CHECK-OFF"

The Granby Company have never disputed the right of the men to assign monies owing to them to anybody but do dispute the legality of the assignment form (commonly called the "check-off order"). Its legal advisers are of the opinion that these assignments are not valid. I am fully aware of the very high opinion which is held of the legal advice of Mr. Locke and his associates both by members of his own profession and the general public. Nevertheless it appears from the evidence of Mr. Seamen, given on the Prince-

ton Tulameen hearing that he received advice from three different solicitors that this assignment was valid and, as a consequence, his Company recognizes it. I would refer to Tailby v. Official Receiver, 13 App. Cas. 523; In Re B.C. Empire Canners and Ching Dot, 1943 B.C.R. 89; Skipper v. Tucker & Holloway (1910) 2 K.B. 630; Lee v. Friedman, 20 O.L.R. 49; Lynberg v. Tarbox, 9 W.L.R. 347, and Sterling Collieries v. Jones (1924) 3 W.W.R. 955, as a few cases which lend support to the contention that the assignment in question is a valid one. In any event, the question of its legal validity may not be of serious consequence if the Granby Company recognizes it, as Mr. Baily, the Company's General Manager, admitted he knew it to be recognized by the great majority of coal mine operators in British Columbia.

#### JURISDICTION OF THE BOARD

At the outset the Board agreed that the dispute as to wages would not be considered except in so far as evidence directly pertaining to wages might be thought to be indirectly of value with respect to other items of dispute. The Board was unanimous in its decision to follow the directions of the Minister with respect to this, although without this direction I think it quite possible that the Board had jurisdiction to consider and report on this question in any event if it was requested so to do by the Minister.

It was contended by the Granby Company that "union recognition," "union shop" and the "check-off" were not matters of dispute which could be considered by the Board, since they did not fall within the definition of "dispute" contained in the Act. It seems to me that this contention is primarily one to be advanced to the Minister for his consideration when deciding to grant or refuse the Board (Sec. 7 (2)). The Board was granted with a direction that the wage dispute be not an item to be dealt with but nothing was directed with respect to the other items. The Minister undoubtedly had in his mind the precedent referred to above of a Board headed by a high court judge of Ontario considering and making a recommendation on this very question of union recognition.

In addition it was not only admitted by Mr. Baily (pp. 81 and 82), proven by the copies of agreements accepted by the Board when tendered by Mr. Livett, but also of public notoriety that acceptance by Coal Operators of these three things is an established custom and usage not only in British Columbia, but throughout the American continent. This brings the matters squarely within Sec. 2 (d) (vi) of the Act. I am

also of the opinion that these matters are included in the terms of the general definition contained in Sec. 2 (d) and would refer particularly to the words "rights" and "privileges."

I would therefore recommend that:

1. The Granby Company enter into an agreement with United Mine Workers of America, District No. 18, to continue for one year or until the cessation of hostilities by Canada, whichever shall be the longest time.

2. The said agreement should contain a clause providing for a "union shop" and recognition of the "check-off" order.

3. The said agreement, subject to any peculiarly local conditions, should be the same or similar to the agreements presently in effect between the United Mine Workers of America and other British Columbia and Alberta Coal Operators.

All of which is respectfully submitted.

(Sgd.) Clarence E. Smith,  
Member of the Board.

*Industrial Disputes Investigation Act and re the matter of the dispute between Princeton Tulameen Coal Company, Limited, employer, and its employees, members of Local 7875, United Mine Workers of America, employees.*

My report in connection with the Granby dispute is attached hereto and, having regard to the brief comments to follow, constitutes my report in this matter.

"Union recognition" is the only item of dispute left in the application after the question of wages has been eliminated as being outside the Board's jurisdiction. However, since the question of "union shop" is in fact an acute matter of dispute as is shown by the history of the negotiations and since it was discussed in both the oral and written argument of the parties, my remarks on this question as contained in the Granby report will apply here.

If consideration of this question is thought to be beyond the Board's jurisdiction, I would respectfully suggest that the Minister even now refer the question of "union shop" to the Board under the power granted in Section 23 (2) of the Act. Since the question has been thoroughly discussed and argued before the Board, such a reference might be made retroactive.

The Company already recognizes the "check off" order, having received the advice of three solicitors that it was a valid assignment. Any remarks in the Granby report dealing with this order as such may be considered as surplusage here.

The representative of the Company laid particular stress on the fact that his Company was financially weak and therefore unable to provide admittedly proper equipment for the production of its coal. It appeared that with this proper equipment the output would be increased, roughly, ten times.

It also appeared that this Company, which is indebted to one or more of its principal shareholders for a loan of \$70,000 is just able to keep its head above water but no more. The Company's representative suggested that the union recognition with the resultant union shop and possible other matters usually dealt with in United Mine Workers of America agreements might result in the eventual closing down of his mine. This, he argues, would not be in the interest of the Company, the employees or the public.

I cannot see why such a result would follow, but if it would, then I think that the sooner this Company turns over this mine to an operator able to operate it at something like full production the better for everyone concerned, even the shareholders, and particularly for Canada's war effort. It came out in evidence that the Granby Company, an apparently wealthy organization, although owning its own mine, had to buy coal. It might not be amiss to suggest that the strong company and the weak company might make an arrangement not only for their mutual benefit but also for the benefit of the public.

In the result, my recommendations in this case, with the exception of those referring to

### **Report of Board in Dispute between Limited (Longue Pointe Works),**

A unanimous report was received from the Board of Conciliation and Investigation established in connection with a dispute between the Canadian Car and Foundry Company, Limited, and employees in its Longue Pointe Works, Montreal, P.Q., members of Local 2525, United Steelworkers of America (*LABOUR GAZETTE*, August, 1942, page 883).

The personnel of the board was as follows: Professor J. C. Cameron, Kingston, Ont., chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members; Mr. R. H. Calder, K.C., appointed on the nomination of the employees; and Mr. D. A. Paterson, appointed on the nomination of the employer, both of Montreal.

Subsequent to the receipt of the unanimous report of the board the chairman forwarded to the Department a supplementary report signed by Mr. R. H. Calder, K.C., the employees' nominee. In submitting Mr. Calder's

the check-off order and itself, are the same as in the Granby case.

All of which is respectfully submitted.

(Sgd.) Clarence E. Smith,  
Member of the Board.

*Industrial Disputes Investigation Act and re  
the matter of the dispute between Tula-  
meen Collieries, Limited, employer, and its  
employees, members of Local 7875, United  
Mine Workers of America, employees.*

Attached hereto and forming part of this report is my report submitted in the Granby dispute. Having held here, as in the Granby case, that the item of wages was not within the jurisdiction of the Board, the only matter of dispute actually raised by the application is "union recognition." However, since by negotiation, evidence and argument the question of a "union shop" was in fact a matter of dispute, I think the remarks concerning this in the Granby report are applicable. In any event, as stated therein, "union recognition" almost necessarily involves "closed" or "union shop."

My recommendations in this dispute are the same as those in the Granby case, with the exception of the recommendation re "check-off" order. The "check-off" is already recognized by the Tulameen Collieries, Limited.

All of which is respectfully submitted.

(Sgd.) Clarence E. Smith,  
Member of the Board.

### **Canadian Car and Foundry Company, Montreal, P.Q., and Its Employees**

supplementary report, the chairman of the board stated that Mr. Calder had signed the main report without qualification.

The texts of the report of the board and Mr. Calder's supplementary report follow.

#### **Report of Board**

To the Honourable HUMPHREY MITCHELL,  
Minister of Labour,  
Ottawa, Ontario.

*In the matter of the Industrial Disputes Investigation Act and of a dispute between Canadian Car and Foundry Company, Limited, employer, and employees in its Longue Pointe Works, Montreal, P.Q., members of Local 2525, United Steelworkers of America, Employees.*

The Board of Conciliation and Investigation composed of Mr. D. A. Paterson, nominated by the employer, Mr. R. L. Calder, K.C., nominated by the employees, and Professor

J. C. Cameron, Chairman, appointed by you, has completed its investigation and has the honour to report as follows:—

#### A. MATTERS IN DISPUTE REFERRED TO THE BOARD

The Union claimed to represent the majority of the employees and wished to be recognized by the Company as the sole bargaining agency for the employees.

The Company refused to recognize and deal with the Union as the exclusive agency of the employees for the purpose of collective bargaining.

#### B. Sittings of the Board

The Board held sittings as follows: At Montreal, September 8, 14, 15 and 22, 1942.

The Company was represented by Mr. G. Walsh, Mr. C. F. Pascoe and Mr. E. F. Viberg; the Union by Mr. R. J. Lamoureux, Mr. I. J. Campbell and Mr. George Sewed.

Spoken and written arguments were delivered by both parties. Verbal and documentary evidence was submitted.

Mr. H. Mockeridge, president of the Association of Employees, Canadian Car and Foundry Company, Longue Pointe, was sworn and gave evidence respecting the formation, activities and membership of the Association and the attitude of the management towards it. William Harold Pretty, machinist, 435 William David Street, Montreal, and George Edward Sewed, labourer, 1874 St. James Street West, Montreal, former employees of the company, also gave evidence on oath respecting the Company's actions in promoting and assisting the Association of Employees.

The following is a history of the events leading up to and following the establishment of this Board as taken from uncontradicted statements presented to the Board.

(1) The United Steelworkers of America, formerly known as the Steelworkers' Organizing Committee, claims that it started to organize the employees of the Canadian Car and Foundry Company at Longue Pointe plant in November, 1941. The Company, however, states that it had no knowledge that the Union was attempting to organize its employees until early in July, 1942.

(2) About the first of June, 1942, the open hearth employees at the Longue Pointe plant went on strike for higher wages.

"It was pointed out by the management that an increase in the basic wage rate for one department was an impossibility but that if anything along that line were to be done it would require to be done on behalf of the plant as a whole and would require to be sponsored by a responsible labour organization or some such agency. The employees

thereupon decided to form an Employee Association, which was done without delay, and on the 8th of June negotiations were opened with the Company designed to lead to an Agreement." (Extract from the Brief presented by the Company, Pages 1 and 2. Neither the date of the strike nor the date on which the employees decided to form an Employee Association was given.)

(3) On July 3, 1942, Mr. R. J. Lamoureux, representative of the United Steelworkers of America, District No. 6, Room 114, 1405 Bishop Street, Montreal, Quebec, advised Mr. C. F. Pascoe works manager of the Longue Pointe plant that the Union had secured a majority of the employees as members and advanced a claim to be regarded as the sole bargaining agency.

(4) On July 9, 1942, Mr. Walsh, director of personnel for the Company, acknowledged Mr. Lamoureux's letter of July 3 to Mr. C. F. Pascoe, stated that the Company had received a similar communication from the Association of Employees of Longue Pointe, and had started negotiations with the Association with the intention of negotiating a collective labour agreement. He stated further that he would be pleased to discuss the matter with Mr. Lamoureux and suggested that Mr. Lamoureux call him by telephone so that a definite appointment could be made.

(5) On July 10, 1942, Mr. Lamoureux telephoned to Mr. Walsh, not to make an appointment, but to advise that he had heard of intimidation within the Longue Pointe plant. Mr. Walsh asked for complete details; Mr. Lamoureux promised to provide them. According to Mr. Walsh, however, no details were ever communicated to him.

(6) On July 13, 1942, Mr. Lamoureux wired the Minister of Labour requesting a government-conducted vote in the plant to decide which organization (i.e. the United Steelworkers of America or the Association of Employees referred to in (4) above) should be regarded as the sole bargaining agency. Mr. Gerald H. Brown, Assistant Deputy Minister of Labour, replied that this could not be done without the consent of the Company since a copy of the payroll would be required as the basis for a voters' list.

(7) On July 14, 1942, the Union made application for the establishment of a Board of Conciliation and Investigation under the Industrial Disputes Investigation Act. The Board was not granted immediately but Mr. Bernard Rose, an Industrial Disputes Inquiry Commissioner, was instructed by the Department of Labour to make a preliminary investigation into the dispute.

Following the inquiry by Mr. Rose, and at his suggestion, on July 27, 1942, Department

of Labour officials (Messrs. J. S. McCullough and Bernard Wilson) conducted a vote.

The questions submitted to the employees were as follows:—

"Do you wish to be represented in negotiations with the Canadian Car and Foundry Co. Ltd., Longue Pointe plant by:—

The Association of Employees of Longue Pointe	Yes	
	No	

United Steelworkers of America Local 2525	Yes	
	No	

(8) The results of the ballot were as follows:

Number of employees eligible to vote	1,922
Number of employees who voted for the Association of Employees at Longue Pointe....	756
Number of employees who voted for United Steelworkers of America, Local 2525.....	979
Number of spoiled ballots.....	19

(9) Following the announcement of the result of the plebiscite, the Company, in view of the small majority vote in favour of the United Steelworkers of America, refused to discuss an agreement in which the United Steelworkers of America would be recognized as the sole collective bargaining agency. At a meeting held in Mr. Bernard Rose's office, the Company, through Mr. Walsh, insisted that since the Association of Employees had the support of a relatively large number of employees, it had also a right to an agreement. Mr. Walsh proposed a dual agreement covering the whole plant and expressed the belief that, if the Company dealt exclusively with the Union, the members of the Employees' Association would go on strike. Mr. Walsh's proposal was rejected by the Union representatives who suggested that the matter be referred to a Board of Conciliation and Investigation and that the parties involved agree in advance to accept the recommendation of the Board as final and binding.

The Union's suggestion was rejected both by the Company and by the Association of Employees, through its president, Mr. H. Mockeridge.

(10) A Board of Conciliation and investigation under the Industrial Disputes Investigation Act was established by the Minister of Labour on August 6, 1942, but the personnel of the Board was not completed until August 28, 1942.

(11) Mr. Lamoureux reported the attitude of the Company and of the Association towards an agreement at a general meeting of the Union on August 6, 1942. The members immediately declared a strike, although

they were warned by Mr. Lamoureux that such a strike would be illegal and that they could not expect to draw strike pay.

(12) On August 7, 1942, approximately 835 employees refused to enter the plant, in protest against the action of the Company and the Association of Employees.

(13) The Company waited for a period of seven days to find out whether the strikers were prepared to return to work, during which time negotiations were opened by the Company with Union leaders in an endeavour to end the strike. During the seven-day period some 300 of the 835 strikers did return to work. The remaining 535 were in due course paid off by the Company and their employment with the Company terminated. Some of these men have since been re-hired but a total of 413 have not re-entered the Company's service.

The Company was able to replace all the men who left very quickly and the production of the plant at no time dropped more than a few points below capacity.

(14) On August 27, 1942, the Company entered into a written agreement respecting wages, hours of labour and other working conditions with the Association of Employees, Canadian Car and Foundry Company, Longue Pointe plant. This agreement, which is retroactive to June 13, 1942, was made under The Professional Syndicates Act, R.S.Q., 1941, chapter 162, and has been approved by the Regional War Labour Board for the Province of Quebec.

The agreement among other things provided for a general wage increase and certain changes in hours of labour.

(15) On September 15, 1942, the Company informed the Board of Conciliation and Investigation that it was no longer prepared to sign an agreement with the United Steelworkers of America.

"It has concluded an agreement with the Employees' Association and it had no reason to believe that one agreement is not sufficient and should not amply take care of all labour problems within the plant. . . In point of fact, at the present time it does not consider that Local 2525 of U.S. of A. has sufficient authority to intercede with the Company on behalf of certain workmen within the plant. . . The Company considered that it did everything that was humanly possible to accommodate the wishes of the U.S. of A., but its proposals were rejected, and having been rejected it does not think that at the present time any good purpose can be achieved by re-submitting such proposals for acceptance of a U.S. of A." (Extract from the Brief presented by the Company, Page 5).

(16) On the morning of September 22, 1942, Mr. H. Mockeridge, President of the Associa-

tion of Employees, Canadian Car and Foundry Company, Longue Pointe, gave evidence respecting the formation of the Association, its membership, and the part played by the Company in its formation.

The witness stated that the Company, at the request of the employees themselves, has, on several occasions, given information and advice respecting the formation of an Employees' Association but had not suggested to the employees that such an organization be formed. He further testified that the Company had not exerted pressure on the employees to join the Association; that membership in the Association had been voluntary and was not at any time a condition of employment; that the officials of the Company had not tried to induce or persuade new employees to become members.

Mr. Mockeridge also gave the following testimony:

- (a) The Association petitioned the provincial secretary of the Province of Quebec for incorporation under The Professional Syndicates Act on July 13, 1942. The Association was legally incorporated on August 24, 1942.
- (b) On September 15, 1942, the last date for which figures were available, the Association had a membership of 1,850 and had collected fees from approximately 1,000 members;
- (c) The total number of employees at Longue Pointe plant is approximately 2,200.

(17) On the afternoon of September 22, 1942, Messrs. W. H. Pretty and G. E. Sewell were examined at length by the members of this Board respecting the attitude of the Company towards the Association of Employees.

The evidence given by both these men was to the effect:

(1) that the Company had fostered and encouraged the formation of the Association of Employees from its beginning;

(2) that the Company had given four representatives of the Association financial assistance, either in the form of a loan or as a direct gift, to enable them to go to Quebec City to make arrangements for the incorporation of the Association;

(3) that but for the Company's interest and active support the Association would not have prospered, since the majority of the employees had begun to feel that it could never become an effective agency for collective bargaining.

On the other hand, the witnesses testified that the Company had not encouraged the

employees to join the Union. No conclusive evidence was presented to the Board, however, by either witness, respecting discrimination by the Company against Union members.

Mr. R. J. Lamoureux charged that the Company had discriminated against a number of employees, either because they were not members of the Association or because of their Union activities. Mr. Lamoureux's testimony, however, was unsupported by evidence other than that shown in Appendix B.

Before stating its recommendations the Board would like to make certain observations:

(1) The strike which occurred at the Longue Pointe plant of Canadian Car and Foundry Company, Limited, on August 7 appears to have been illegal under Sections 57 and 58 of the Industrial Disputes Investigation Act which read as follows:

"It shall be unlawful for any employer to declare or cause a lockout, or for any employee to go on strike, on account of any dispute prior to or during a reference of such dispute to a Board under the provisions of this Act . . ."—Section 57 (1).

"Employers and employees shall give at least thirty days' notice of an intended or desired change affecting conditions of employment with respect to wages or hours; and in the event of such intended or desired change resulting in a dispute, it shall be unlawful for the employer to make effective a proposed change in wages or hours or for the employees to go on strike, until the dispute has been finally dealt with by a Board, and a copy of its report has been delivered, through the Registrar to both the parties affected."—Section 58 (1).

(2) The action of the employer in entering into an agreement with the Association of Employees is of questionable legality. Section 58 (2) of the Industrial Disputes Investigation Act reads as follows:

"The application for the appointment of a Board shall be made by the employers or employees proposing the change in wages or in hours; neither of those parties shall alter the conditions of employment with respect to wages or hours, or on account of the dispute do or be concerned in doing directly or indirectly, anything in the nature of a lockout or strike, or a suspension or discontinuance of employment or work, but the relationship of employer and employee shall continue uninterrupted by the dispute, or anything arising out of the dispute."

See also Section 58 (1) quoted above.

(3) The Association of Employees is properly constituted under the provisions of The Professional Syndicates Act, R.S.Q., 1941, chapter 162. The Association has authority under the statute cited to enter into a collective labour agreement on behalf of its members with the employer. In view of the provisions of Section 58 (2) of The Industrial Disputes Investigation Act, however, the action of the Association in entering into an

agreement with the employer on August 27, 1942, is of questionable legality.

(4) The Quebec Regional War Labour Board has accepted the collective agreement entered into between the Association of Employees and The Canadian Car and Foundry Company, Limited. In accepting this agreement the Regional War Labour Board allowed a general increase in wages and changes in hours—matters with which it is legally competent to deal under Order in Council P.C. 5963.

(5) The Board is convinced that the Association of Employees, Canadian Car and Foundry Company, Longue Pointe, now represents the majority of the employees and that the United Steelworkers of America, Local 2525, is no longer able to support its contention that it speaks for the majority. In other words, the result of the plebiscite conducted on July 27, 1942, does not indicate the present wishes of the employees with respect to a collective bargaining agency.

Moreover, the members of the Association of Employees are legally bound under the provisions of The Professional Syndicates Act by the existing agreement until its expiry on June 13, 1943 (Section 22).

#### C. THE RECOMMENDATIONS OF THE BOARD

The Board is faced with the following facts:

1. The Association of Employees has a membership of approximately 90 per cent of the employee group.
2. The Association of Employees is a legally constituted body and has entered into an agreement with the employer.
3. The Regional War Labour Board has approved certain changes in wages and hours which are incorporated in the collective labour agreement.

The question whether the course of events which has led to the present situation is the result of legal or illegal actions is now irrelevant to the existing situation. The Board has to deal with the situation as it now stands. The union is no longer able to claim that the majority of the employees wish to be represented by it in negotiations with the Company.

The Board considers that it would be impractical for the Company to enter into an agreement with the United Steelworkers of America, Local 2525, on behalf of those union adherents who are not members of the Association of Employees and recommends that the existing collective labour agreement be

regarded as final and binding until June 13, 1943, the date of expiry.

(Sgt.) JAMES C. CAMERON,  
(Chairman of the Board)  
Kingston, Ontario,  
September 29, 1942.

(Sgd.) D. A. PATERSON,  
(Member of the Board)  
Montreal, P.Q.,  
October 13, 1942.

(Sgt.) R. L. CALDER,  
(Member of the Board)  
Montreal, P.Q.,  
October 13, 1942.

#### Supplementary Report of The Employees' Representative

To the Honourable Humphrey Mitchell,  
Minister of Labour,  
Ottawa, Canada.

*In the matter of the Industrial Disputes Investigation Act and of a dispute between Canadian Car and Foundry Company, Limited, employer, and employees in its Longue Pointe Works, Montreal, P.Q., members of Local 2525, United Steelworkers of America, employees.*

I concur in the recommendation of the Board, contained in the report drafted by the chairman at the request of the other members. This concurrence is predicated upon the proposition that the Board's decision must be governed by the circumstances existing at the time of the hearing instead of the circumstances at the time conciliation proceedings were prayed for. This proposition was questioned by the Union at the hearing, and would not hold if mooted before an ordinary Court. In the situation of the parties at the time of the hearing no other conclusion could be reached than the one set forth in the report.

But the Board is also charged with investigation. Surely this must include a discovery of the acts of the parties by which the situation was created. I believe it my duty, therefore, to lay more stress than the Board has upon some of these acts.

1. The United Steelworkers of America began to organize the plant in November 1941 (Brief for the Union). This is not contradicted, though Mr. Walsh, the Company's Director of Personnel, avers that the Company was not aware of it.

2. By July, 1942, organization had progressed sufficiently to justify a request to have the Union recognized as the sole bargaining agency for the employees of the plant, especially as no other organization appeared to

have entered the field. On July 3rd, the United Steelworkers of America advised the Company in writing, advancing that claim. On July 9th Mr. Walsh replied that the Company had received a similar communication from the "Association of Employees of Longue Pointe Plant", and was already negotiating with that body. (Brief for the Union.)

3. This is how the Association of Employees of Longue Pointe Plant came to be formed:

(a) Trouble having arisen in one of the departments of the plant, the employees in that department struck for higher wages. Thereupon the management suggested that an increase of wages in one department only was an impossibility, that anything along this line would have to be done on behalf of the whole plant, and that the request would have to be sponsored by a responsible labour organization. (Brief for the Company.)

(b) A meeting was called, according to the testimony of Mockeridge, Pretty and Sewed, taken together, in this fashion. The foreman in each department chose two delegates, on an undisclosed principle of selection, who were told to attend a meeting, the purpose of which was not revealed to them. At that meeting, Mr. Walsh advised the delegates chosen to organize for the purposes indicated. He made the further suggestion that they might well be guided in organizing by a gentleman who had helped to set up an Association of Employees in the Turcot plant of the Company. (Verbal statement of Mr. Walsh.) That organization was evidently agreeable to the Company.

(c) On their return to their respective departments some of the delegates refused to act further, because they had been selected and not elected by their fellow employees. (Sewed, Pretty.) Elections were held to replace them, and a committee was thus set up.

(d) Apparently the process of organizing the Association dragged. To hasten it along a delegation of four was sent to Quebec, bearing the memorandum of association, and for the purpose of personally interviewing the competent provincial officer. Upon the undersigned pointing out that all such incorporations were made by correspondence, a representative of the Company stated that where haste was essential a personal intervention was useful. (Sewed, Pretty.)

(e) Though it was not actually stated who suggested the delegation to Quebec, the conclusion that it was the Company is irresistible. Pretty and Sewed say that they were told to go to the pay-wicket where they drew ten dollars each for undenominant expenses, transportation and meals on the steamer

having been arranged by Mr. Walsh, who went to Quebec with the delegation and introduced it to the proper official. Both these witnesses assert that the ten dollars was handed to them without their having asked for it.

4. In all negotiations prior to and during the Maverick strike which United Steelworkers of America Local 2525 subsequently declared, the Company played off the Association against the Union, for the stated reason that it would be undemocratic to do otherwise. In most of the conferences which should have been held between the Company and the Union, the Association sat in and all objections were made by it. It was the refusal of the Association to abide the result of a vote that led to the first break. The existence of the Association was put forward as an obstacle to the creation of an exclusive bargaining agency. The proposition that a dual bargaining agency should be set up was made by the Company because of that existence. In the circumstances an acceptable offer would have been to recognize the Union and the Association as the exclusive bargaining agency in those departments in which they had respectively scored a majority.

5. The expenses of the delegation, Mr. Walsh stated, were chargeable to, and reimbursable by the Association of Employees, but though the Association professes to be in funds these had not been reimbursed up to the time the board sat, because they had not been billed by the Company to the Association. (Mockeridge.)

6. The witness Sewed states that, when the question of dues to be paid to the Association came up during the organizing period, many of the prospective members demurred, and were told "To forget it." It is sworn however by Mockeridge that dues up to approximately \$1,000 have been collected, on a basis of a dollar a year per member. How many members in good standing this represents is uncertain, owing to duplications, (Mockeridge.)

7. When the strike collapsed, the strikers willing to return to work were told that they would have to take the status of new applicants. When they decided to apply they were directed to the Security Office of the plant where they each filled in an application blank. In that office, on that occasion, there were three members of the Association, who, in working hours and by tolerance of the Company pressed upon the applicants for work an application form for enrolment in the Association (Mockeridge). Nothing was said, Mockeridge avers, about membership in the Association being a condition of employment. But anyone who believes that it was not an

implied condition is too credulous for this world.

8. Finally, at a time when a conciliation Board has been granted and was in process of formation, the Company entered into an agreement with the Association and had it sanctioned by the Regional Board. This was in violation of the Industrial Disputes Investigation Act, as the Company must have been well aware. In the conflict of legislation the agreement must probably stand; and this act of the Company renders the Conciliation absolutely impossible.

9. The Maverick strike ordered by Local 2525 is the only act of the Union contributing to the creation of the situation that paralyzes the Board.

### **Supplementary Report of Board in Dispute between Canadian Car and Foundry Company, Limited (Turcot Works), Montreal, P.Q., and Its Employees**

A supplementary report was received during the month from the Board of Conciliation and Investigation established to deal with a dispute between the Canadian Car and Foundry Company, Limited, Turcot Works, Montreal, P.Q., and its employees, members of Lodge 712, International Association of Machinists (*LABOUR GAZETTE*, October 1941, page 1186).

The personnel of the board was as follows: Honourable Mr. Justice Paul Mercier, chairman, appointed on the joint recommendation of the other two members; Mr. James Somerville, appointed on the nomination of the employees; and Mr. D. A. Paterson, appointed on the nomination of the employer. All three reside in Montreal.

It will be recalled that late in June the board submitted its first report signed by the chairman and Mr. Paterson, which recommended against recognition of the union as the collective bargaining agency of the employees concerned. At the same time, Mr. Somerville presented a minority report in which he recommended that the union be recognized (*LABOUR GAZETTE*, August, 1942, pages 886 to 890).

In August the employees furnished the Minister of Labour with a brief in which they contended that the majority report of the board had not taken into consideration important facts. The Minister therefore decided to reconvene the board for the purpose of giving further consideration to these matters and making a supplementary report (*LABOUR GAZETTE*, September, 1942, page 1005).

The supplementary report of the board and the supplementary minority report submitted by Mr. Somerville are printed below.

### **CONCLUSION**

From all these facts, I for one conclude that the pious hope of Order in Council 2685 has not been fulfilled. The bargaining agency must be one of the employees' choice. In this case the bargaining agency recognized by the Company and contracted with, was one of the Company's own choice and creation. It was the right hand bargaining with the left—a pattern that leads to the defeat of organized labour, and, by contrecoup, increases the bitterness of employer-worker relationship.

(Sgd.) R. L. Calder.

Montreal, October 10th, 1942.

### **Supplementary Report of Board**

**The Honourable HUMPHREY MITCHELL,**  
Minister of Labour,  
Parliament Buildings,  
Ottawa, Ont.

**Re: Dispute between the Canadian Car and Foundry Company Limited and employees in its Turcot Works, Montreal, P.Q., members of Lodge 712, International Association of Machinists.**

SIR,—By directions contained in a letter dated 21st August, 1942, from the Director of Industrial Relations and Registrar of the Industrial Disputes Investigation Act (Mr. M. M. Maclean), the Board of Conciliation appointed by you herein was reconvened and hearings were resumed "to deal further with the above mentioned dispute and particularly to give consideration to the points raised in the aforementioned brief submitted by the employees concerned." The quotation is from the letter referred to.

The brief mentioned was submitted to the Minister of Labour and it sets forth a number of points in regard to which the employees disagreed with the findings contained in the majority report of the Board dated 29th June, 1942—hence the decision that the Board be reconvened for the purpose of giving consideration thereto.

The members of the Board were all re-sworn and numerous sessions of the reconvened Board were held, every opportunity being freely given to each party to the dispute to produce witnesses, evidence of every relevant nature and all statistical documents considered to have a bearing upon the case, the Board instructing, in certain instances that specific information be produced in written form.

Mr. E. R. Viberg and Mr. Geo. Walsh again represented the Company and Messrs. A. Villeneuve, Valois and Roussin conducted the proceedings for Lodge 712 of the American Federation of Labour.

The greater part of the brief presented by the Lodge to the Minister of Labour consists of argument against the findings and conclusions and, therefore, against the recommendations of the majority report of the Board of 29th June, 1942, above mentioned. The Board considers, however, that the purpose of the hearings was to consider new aspects of the situation, new evidence, and information of a pertinent nature not previously presented to the Board, rather than to debate with the Board the merits—or demerits as the Lodge views the situation—of the majority report already referred to.

At the opening session, the Board instructed, at the request of the representatives of the Lodge, the Company to prepare and submit a statement disclosing the number of workmen alternately engaged on car production and on aircraft parts production, and their respective earnings. The statement took the Company ten days to compile, due to the extent of the information called for. Its contents proved, however, that the statement of the Company referred to in the majority report, namely that many workmen were intermittently and alternately employed on car and aircraft parts, was substantially correct. The statement disclosed that 128 men were so engaged, thereby disclosing the difficulty mentioned by the Company, of segregating the hours of employment of such workmen and their earnings. It also established, irrefutably, that a separate agreement with the Lodge would render such workmen subject to dual control, they being already subject to the collective labour agreement made law by provincial Order in Council No. 490 mentioned in the majority report—an extremely difficult or impossible situation from the Company's point of view.

The representatives of the Lodge, on Page 3 of their brief, claimed that the strike ballot taken in the Anson Wings Department on 23rd July, 1942, under the supervision of the Department of Labour, had resulted in a vote of 456 in favour of the Lodge as compared with 101 against.

The Company's representatives demanded that proof be submitted by the Lodge that the vote of 456 claimed by it represented a corresponding number of members of the Lodge in good standing and operating in the Anson Wings Department.

The representatives of the Lodge demurred and resisted the demand of the Company,

arguing that the information was not usual, not necessary and not important.

The Company's representatives, however, contended that the purpose of the demand was to establish that the Lodge actually possessed organization and membership within the Anson Wings Department.

Complying with the demand of the Company's representatives, the Board directed that the requested proof be made forthcoming in authenticated form.

In due course the Lodge submitted a statement to the effect that it had a certain number of memberships "in the books". The statement, however, failed to supply the information ordered by the Board, and failed to state whether or not such memberships were in good standing or were lapsed.

The Chairman reprimanded the Lodge representatives for refusal to divulge the information instructed to be filed, and pointed out that their attitude on this matter greatly weakened their case. In the opinion of the Board the conclusion is irresistible that the Lodge does not possess more than a handful of memberships in the Anson Wings Department, and that it was therefore acting without authority or justification in invoking the result of the vote mentioned as "establishing beyond all question that Lodge 712 alone is entitled to be recognized as the bargaining agency of the employees"—to quote from the brief petitioning for the reconvening of the Board.

The Lodge presented several witnesses to establish that grievances with conditions did exist. Such witnesses did so testify but not in a manner to indicate resentment on the part of the workmen. The main trouble concerned the existence or non-existence of a Grievance Committee in the Department. On being informed by the Company's representatives that such a Committee did actually exist the witnesses confessed that they had not troubled to find out who the members of the Committee were, and the inference would appear to be that grievances were not of a serious nature. The fact, however, that the members of such Committee were representatives of the Employees' Association undoubtedly is the reason why the witnesses made no endeavour to discover it. It was further established that the witnesses were employees, for the most part, of a few months' standing only, and unsympathetic or opposed to existing arrangements.

The main argument for the Lodge, however, centred on the alleged absence of proper classification within the department, and prolonged debate developed on this aspect of the situation.

The Company submitted and filed with the Board a certified copy of an agreement entered into between it and the "Association of Employees"—Canadian Car and Foundry Company Limited Aircraft Division—Montreal, dated 8th August, 1942. This agreement concerns employment in the Company's complete aircraft Plant situated within the geographical area known as Turcot, Montreal. Its terms respecting wages and labour conditions are identical to those appearing in the Collective Labour Agreement presently in effect between Lodge 712 and the various other Montreal Aircraft Companies, namely, Vickers, Noorduyn and Fairchild. Among other matters it is complete as to classification, and it has been approved and ratified by the Quebec War Regional Labour Board.

In addition the Company furnished sworn evidence, completely satisfactory to the members of the Board, that it has now established in the Anson Wings Department a similar classification of labour and similar rates of pay (copy whereof is hereto attached for reference purposes if necessary) thereby removing any basis of complaint in that regard.

#### CONCLUSIONS

The Board is of the opinion that the findings, conclusions and recommendations of the majority report previously referred to should be re-affirmed. The Board considers that, if deemed necessary or desirable the Collective Labour Agreement in the Aircraft Division might be extended to the Anson Wings Department.

Alternatively the Board considers that with the establishment of a similar Classification of Labour and Wage Rates in the Anson Wings Department, the presently existing machinery of enforcement provided by Quebec Order in Council No. 492 should suffice for all practical purposes.

The Board considers that a multiplicity of Agreements within the same Plant governing like operations is undesirable. The Board considers that the Lodge, by its declinature to furnish information specified by the Board, failed to establish its right to apply for a Board of Conciliation as the authorized agency of the Employees.

#### RECOMMENDATIONS

The Board accordingly recommends that the majority report be reaffirmed and that existing relationships between the Employer Company and its employees be maintained.

We have the honour to be Sir,  
Your Obedient Servants,

(Sgd.) Paul Mercier, Chairman,  
(Sgd.) D. A. Paterson, Member.

#### Supplementary Minority Report

*Re: Dispute between the Canadian Car and Foundry Company Limited and Employees in its Turcot Works, Montreal, P.Q., members of Lodge 712, International Association of Machinists.*

The Honourable HUMPHREY MITCHELL,  
Minister of Labour,  
Ottawa, Ontario.

Honourable Sir.—This supplementary report is not filed with any wish or thought of inciting strike action on the part of Canadian Car employees, the only recourse left them for establishing rights of free citizens to collective bargaining through representatives of their own choosing, free and independent of Company domination or influence as enunciated in Order in Council P.C. 2685, Section 7; but rather for the purpose of emphasizing the necessity for further action by the Government, affording trade unions an opportunity to function orderly, peaceably, yet effectively under wartime conditions and restrictions.

I am in agreement with other members of the Board, that developments taking place during re-convened sittings of the Board, practically clear up all matters in dispute but that of union recognition, regarded by the men as of paramount importance, and vital to any possible settlement.

I cannot, however, agree with conclusions arrived at by majority members of the Board, or in justice follow the line of reasoning advanced in the majority supplementary report, for denying demands of the union for immediate recognition.

Developments throughout the re-hearing may be summarized as follows:—

(1) Statement in letter filed with the Board at its opening session May 19, 1942, over the signature of Mr. E. R. Viberg, Assistant Vice-president of the Company, and re-asserted during the hearings, quote:—  
*"as previously stated, however, the company is paying, and will pay the appropriate rates of wages established by agreement in the district of Montreal for such work on aircraft parts as is done in the Anson Wing Department."*

This claim on the part of the Company is utterly refuted by comparing list of employees engaged on aircraft, furnished the Board by the Company upon request, containing name, age, length of service and rating as of June, 1942, Exhibit No. 7, comparing it with similar list compiled as of September, 1942, Exhibit No. 5, in conformity with classifications drawn up by the Department of Labour for the protection of workmen, and incorporated in all aircraft contracts.

Comparison clearly shows that action was only taken to properly classify and rate workmen in conformity therewith, after the men voted in the month of July to strike, and the Board reconvening.

(2) The Company's claim and argument, that many workmen in the Anson Wing Department, being intermittently employed elsewhere in the plant where an existing collective agreement governs operations, made it therefore impractical if not impossible to have a separate agreement for the Anson Wing Department, containing rules and regulations governing operations as in other aircraft plants, was fully exploded by the Company itself, voluntarily offering at the closing session of the Board, to do just that thing by agreement, Exhibit No. 8, not with Lodge 712 however, but with its company controlled employee association, which made no move during the past two years to correct abuses complained of, and finally caused aircraft workers in the plant to seek membership and protection in Lodge 712, International Association of Machinists.

(3) Company's demand for list of good standing members employed in the Anson Department:

The records show that prior to the Board being established, Mr. Viberg filed the following statement in writing with the Department of Labour, quote:—

"If it is the determination of your Department to accede to the request of Lodge 712, in spite of the protest of the Company as herein set forth, it is suggested that a Board of Conciliation be appointed without delay, and that the vote be dispensed with."

A clear admission by the Company that the Lodge was qualified to act for the men.

Official representatives of the Lodge, supported by myself, protested the legality of challenging the standing of the Lodge before the Board at this late stage in proceedings. Objection, however, was overruled by the Chairman, whereupon the Committee spokesman voiced acquiescence under protest.

At the following session, however, the Lodge secretary reported his inability to comply owing to opposition from the members themselves who, after many months of discrimination and indignities inflicted upon them because of their allegiance to the Union, they preferred the risk of prejudicing their case in the eyes of the Chairman, rather

than be subjected to further indignities if names were handed in. In lieu thereof, the secretary filed a sworn affidavit certifying to a membership of 321 which was well over a majority in the plant in June when the Board closed its first hearing.

In further corroboration of the Lodge's claim to rightfully represent and act for the men, attention was called to the wording on the ballot voted upon in July under the supervision of an official of the Department of Labour resulting in 456 YES votes and 101 NO.

The question voted upon by secret ballot reads as follows:—

"Do you intend to go on strike unless your employer, the Canadian Car and Foundry Company Limited recognizes Lodge 712, International Association of Machinists, as your bargaining agency for the purpose of executing a collective agreement?"

(4) Intimidation and discrimination: One incident occurring while the Board was actually in session will suffice without stretch of imagination to indicate the length a company will go in its efforts to destroy organization before it becomes well enough established to protect itself and its membership. A man, up in years, who gave testimony as a witness at one hearing, appeared at the following session requesting that he be placed under the protection of the Board. He testified that upon returning to work in the shop he was immediately accosted by the plant superintendent in a threatening manner and told to get out right away if he was not satisfied with the job.

To sum up, workmen cannot defend themselves tied to their jobs as they now are; neither can they go on strike in defence of their rights without suffering general condemnation; therefore, by respecting and accepting these restrictions for the general good in these terrible days, wage earners have claims upon the Government which has the power to guarantee the liberty of workers in organizing free and independent unions, and compelling recognition on the part of some employers who show less concern in co-operating to win the war, than they do in maintaining the old order that brought it about.

Respectfully submitted.

(signed) James Somerville,  
Employee Board Member.

Montreal, P.Q.  
October 19, 1942.

### Report of Board in Dispute between Chrysler Corporation of Canada, Limited, Chatham, Ont., and Its Employees

A unanimous report has been received from the Board of Conciliation and Investigation established to deal with a dispute between Chrysler Corporation of Canada, Limited, Chatham, Ont., and its employees, members

of Local 127, United Automobile Workers of America (LABOUR GAZETTE, August, 1942, page 884).

The personnel of the board was as follows: Honourable Mr. Justice J. G. Gillanders, of

the Supreme Court of Ontario, Toronto, appointed on the recommendation of the other two members; Mr. Drummond Wren, also of Toronto, appointed on the nomination of the employees, and Mr. J. A. McNevin, K.C., Chatham, Ont., appointed on the nomination of the employer.

The text of the board's report follows.

#### Report of Board

The Honourable Humphrey Mitchell,  
Minister of Labour,  
Ottawa, Ontario.

*In the matter of the Industrial Disputes Investigation Act and of a dispute between Chrysler Corporation of Canada, Limited, employer, and its employees (Chatham Plant) being members of Local 127, United Automobile Workers of America, employees.*

The Board of Conciliation and Investigation appointed by you in this matter held meetings in Toronto and Chatham. At the sittings in Chatham, written submissions were filed by both the applicant Union and the Company, oral representations made and argument heard.

The applicant Union was represented by George Burt, Regional Director of the U.A.W.A.; C. Prince, International representative of the U.A.W.A. and James Bassett, the President of Local 127 U.A.W.A. and an employee of the Company.

The Company was represented by J. B. Aylesworth, K.C., counsel for the Company, A. F. Fuerth, Personnel Manager, R. S. Bridge, Vice President and J. H. Hickey, General Parts and Service Manager.

In view of the provisions of section 42 of the Act it should be noted that Union representatives and the Board consented to and were pleased to have Mr. Aylesworth appear as counsel for the Company.

The dispute in this matter, so far as this Board is concerned, is whether or not the applicant Union should be recognized as the bargaining agency through which the Company should negotiate a collective agreement on behalf of all or some of its employees at its Chatham plant. In the application for the constitution of the Board some question of wage rates is raised, but it was conceded by both parties that any question of wages is not a matter for this Board. The only real question in dispute is one of Union recognition.

The Company's plant where the dispute arises is situated at Chatham, Ontario. It is said to be utilized mainly as a warehouse and the business carried on there consists of receiving, packing and shipping automotive

parts. There are some 371 hourly rated employees in the plant. It is said approximately 90 per cent of its employees are members of the applicant Union. Union representatives were prepared to file with the Board union cards of the employee members. There is no rival organization claiming or seeking to represent the employees in the plant as a collective bargaining agent. The Union suggests that if there is any doubt as to it being entitled to represent a substantial majority of the employees concerned, that a vote be taken. The Board thinks this is unnecessary and is satisfied that the Union represents a substantial majority of the employees concerned.

In the course of the hearing several matters were discussed on which brief comment should be made.

(1) That a dispute as to Union recognition is not a dispute within the meaning of The Industrial Disputes Investigation Act. This may be dealt with shortly by saying that in so far as this Board is concerned—the Board being constituted upon the Honourable the Minister of Labour being satisfied that the dispute is one to which the provisions of the Act applies—the question must be dealt with as such.

(2) That there were some irregularities in connection with the organization of employees in the plant which the Union should have controlled, and that this should be considered as a reason for refusing to recognize the applicant Union as a proper bargaining agency. Without expressing any opinion as to what effect might be given to such a contention under other circumstances, the Board did not consider these of sufficient importance to warrant further detailed investigation.

Under all the circumstances the Board respectfully recommends that negotiations be entered into between the Company and the hourly rated employees of its Chatham plant who are members of Local 127 U.A.W.A. with a view to the conclusion of a collective agreement in accordance with the provisions of P.C. 2685, section 7.

The Board appreciates the clear, concise and helpful manner in which both parties presented their submissions.

All of which is respectfully submitted.

(Sgd.) J. G. Gillanders,  
Chairman.

(Sgd.) J. A. McNevin,  
Member.

(Sgd.) Drummond Wren,  
Member.

Dated at Toronto this 22nd day of October, 1942.

## STRIKES AND LOCKOUTS IN CANADA DURING OCTOBER, 1942

FOR the month of October the number of strikes and lockouts recorded, the number of workers involved and the time loss in man working days again showed substantial decreases from the previous month but were slightly higher than for October, 1941. There were 26 strikes on record during October, involving 6,107 workers and causing a time loss of 26,926 days, as compared with 43 strikes in September, 1942, involving 13,316 workers, with a time loss of 37,838 days, and 23 strikes in October, 1941, involving 5,511 workers, with a time loss of 19,693 days. The more important strikes during the month were: steel plant workers at Windsor, Ont., textile factory workers at Beauharnois, P.Q., and coal miners at Nanaimo and Cumberland, B.C., and at Glace Bay, N.S.

One strike involving 45 workers was carried over from September and 25 commenced during October. Of these 26 strikes, 24 were terminated during the month. Three resulted in favour of the workers, seven in favour of the employer, one was a compromise settlement and 13 were indefinite in result.

At the end of the month two strikes were reported as unterminated, namely, laundry workers at Saskatoon, Sask., and textile factory workers in Montreal, P.Q.

The record does not include minor strikes such as are defined in another paragraph nor

does it include strikes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Such strikes are listed in this paragraph for a period up to one year after their removal from the table of current strikes.

The following comparative table gives information for September and October, 1942, and October, 1941.

Date	Number of strikes	Number of employees involved	Time loss in man working days
October, 1942.....	26	6,107	26,926
September, 1942.....	43	13,316	37,838
October, 1941.....	23	5,511	19,693

\* Preliminary figures.

The record of the Department includes lockouts as well as strikes, but a lockout, or an industrial condition which is undoubtedly a lockout, is rarely encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout, included as such in the records of the Department, is a cessation of work involving six or more employees and lasting at least one working day. Disputes of less than one day's duration and disputes involving less than six employees are not included in the published record unless ten days or more time loss is caused, but a separate record of such disputes is maintained in the Department, and the figures are given in the annual review.

The records include all strikes and lockouts which come to the knowledge of the Department, and the methods taken to secure information preclude the probability of omissions of disputes of importance. Information as to a dispute involving a small number of employees, or for a short period of time, is frequently not received until some time after its commencement.

### STRIKES AND LOCKOUTS IN CANADA DURING OCTOBER, 1942\*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establishments	Workers		

#### (a) Strikes and Lockouts in Progress prior to October, 1942

SERVICE— <i>Business and Personal—</i> Laundry workers, Saskatoon, Sask.	2	45	600	Commenced September 19, 1942; for union recognition; unterminated.
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#### (b) Strikes and Lockouts commencing during October, 1942

MINING— Coal miners, Princeton, B.C.	3	120	120	Commenced October 1; for increased wages and union recognition; terminated October 1; conciliation (federal); return of workers pending reference to an I.D.I. Board; indefinite.
Coal miners, Aerial, Alta...	1	(a) 70	70	Commenced October 3; re working conditions; terminated October 3; negotiations; in favour of workers.
Coal miners, Princeton, B.C.	3	120	360	Commenced October 6; for increased wages and union recognition; terminated October 8; conciliation (federal); return of workers pending reference to an I.D.I. Board; indefinite.

## STRIKES AND LOCKOUTS IN CANADA DURING OCTOBER, 1942\*—Continued

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establish- ments	Workers		
<b>(b) Strikes and Lockouts commencing during October, 1942—Continued</b>				
<b>MINING—Con.</b>				
Coal miners, Glace Bay, N.S.	1	1,150	1,500	Commenced October 7; for payment for time lost by a miner; terminated October 9; negotiations; return of workers pending investigation; indefinite.
Coal miners, Nanaimo, B.C.	1	640	5,000	Commenced October 21; for increased wages; terminated October 29; conciliation (federal); return of workers pending application to National War Labour Board; indefinite.
Coal miners, Cumberland, B.C.	1	650	4,500	Commenced October 22; in sympathy with miners on strike at Nanaimo, October 21; terminated October 29; conciliation (federal); return of workers pending application to National War Labour Board; indefinite.
Coal miners, Sydney Mines, N.S.	1	300	600	Commenced October 27; against increased length of coal cutting bars; terminated October 28; return of workers pending further negotiations; compromise.
<b>MANUFACTURING—</b>				
<i>Fur, Leather, etc.—</i>				
Tannery workers, Quebec, P.Q.	1	65	65	Commenced October 15; re promotion and seniority; terminated October 15; conciliation (provincial); in favour of workers (closed shop agreement secured).
<i>Textiles, Clothing, etc.—</i>				
Textile factory workers, Montreal, P.Q.	1	276	4,000	Commenced October 13; for union recognition and agreement; unterminated.
<i>Pulp and Paper—</i>				
Paper mill workers, Beauharnois, P.Q.	1	475	7,600	Commenced October 1; for increased wages; terminated October 20; conciliation (federal); return of workers pending reference to I.D.I. Board; indefinite.
Pulp mill workers, Merritton, Ont.	1	(b) 70	140	Commenced October 25; for time and one-half for work on Sundays (plant to operate on Sundays and shut down on Tuesdays to conserve power); terminated October 26; return of workers pending settlement; indefinite.
<i>Metal Products—</i>				
Steel mill workers, Sydney, N.S.	1	(c) 57	85	Commenced October 5; against appointment of foreman; terminated October 6; return of workers; in favour of employer.
Metal factory workers, Winnipeg, Man.	1	70	35	Commenced October 7; against dismissal of worker; terminated October 7; return of workers pending arbitration; indefinite.
Steel mill workers, Tren-ton, N.S.	1	35	35	Commenced October 19; re seniority; terminated October 19; conciliation (federal); return of workers pending settlement; indefinite.
Machinists, Ville LaSalle, P.Q.	1	58	25	Commenced October 21; against delay in securing union agreement; terminated October 21; negotiations; in favour of workers.
Steel plant workers, Windsor, Ont.	1	776	926	Commenced October 27; against suspension of two workers; terminated October 28; conciliation (federal); return of workers pending reference to an arbitration committee; indefinite.
<b>SHIPBUILDING—</b>				
Passer boys, Vancouver, B.C.	1	(d) 122	50	Commenced October 10; for increased wages; terminated October 10; return of workers; in favour of employer.

## STRIKES AND LOCKOUTS IN CANADA DURING OCTOBER,, 1942\*—Concluded

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establishments	Workers		
<b>(b) Strikes and Lockouts commencing during October, 1942—Concluded</b>				
SHIPBUILDING— <i>Con.</i> Pipe fitters and helpers, Lauzon, P.Q.	1	136	408	Commenced October 20; for increased wages; terminated October 22; conciliation (federal); in favour of employer.
CONSTRUCTION— <i>Building and Structures—</i> Building trades workers, Pictou, N.S.	1	200	100	Commenced October 1; <i>re</i> cost of living bonus; terminated October 1; negotiations; in favour of employer.
Building trades workers, Bouchard, P.Q.	1	428	428	Commenced October 5; <i>re</i> cost of living bonus; terminated October 5; conciliation (provincial); return of workers pending reference to Regional War Labour Board; indefinite.
Labourers, Deep Brook, N.S.	1	78	39	Commenced October 15; for increased wages; terminated October 15; conciliation (federal); in favour of employer.
Labourers, Ste. Therese de Blainville, P.Q.	1	23	50	Commenced October 23; for increased wages; terminated October 27; replacement; in favour of employer.
TRANSPORTATION— <i>Water—</i> Longshoremen, Victoria, B.C.	1	(e) 12	45	Commenced October 14; <i>re</i> wages; terminated October 17; negotiations; return of workers pending settlement; indefinite.
Longshoremen, Sarnia, Ont.	1	31	45	Commenced October 27; for increased wages; and fixed hours of work; terminated October 28; conciliation (federal); in favour of employer.
SERVICE— <i>Public Administration—</i> Garbage collectors, Montreal, P.Q.	1	100	100	Commenced October 14; for increased wages and overtime pay; terminated October 14; negotiations; return of workers pending settlement; indefinite.

\* Preliminary data, based where possible on direct reports from parties involved, in some cases incomplete; subject to revision for the annual review.

† In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(a) 75 indirectly. (b) 200 indirectly. (c) 64 indirectly. (d) 240 indirectly. (e) 25 indirectly.

## STRIKES AND LOCKOUTS IN GREAT BRITAIN AND OTHER COUNTRIES

THE latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month, bringing down to date that given in the May issue, in the review of "Strikes and Lockouts in Canada and Other Countries, 1941". The latter included a table summarizing the principal statistics as to strikes and lockouts since 1919, in the various countries for which such figures are available. Statistics given in the annual review and in this article are taken as far as possible from the government publications of the various countries concerned.

## Great Britain and Northern Ireland

The British Ministry of Labour Gazette publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones. An order under the Defence Regulations, effective July 25, 1940, provides for the settlement of disputes and the prevention of strikes and lockouts, as noted in the LABOUR GAZETTE, August, 1940, page 760.

The number of disputes beginning in August was 118, and 6 were still in progress from the previous month, making a total of

124 disputes in progress during the month; 21,600 workers were involved in the disputes in progress during the month and the time loss was 37,000 working days.

Of the 118 disputes beginning in August, 32 arose out of demands for increased wages and 37 over other wage questions; 6 over working hours; 15 over questions as to the employment of particular classes or persons; 24 over other questions as to working arrangements; and 4 on questions of trade union principle. Final settlements were reached in 96 disputes, of which 17 were settled in favour of workers, 54 in favour of employers and 25 resulted in compromises; in 19 other disputes, work was resumed pending negotiations.

#### **British India**

The number of disputes reported for the third quarter of 1941, was 78, involving 108,820 workers, with a time loss of 1,184,919 working days.

#### **New Zealand**

The number of disputes reported for the first six months of 1942 was 47, involving 10,641 workers with a time loss of 29,832 working days; the approximate loss in wages was £32,491.

#### **United States**

The number of strikes beginning in September was 290, involving 80,000 workers in these new strikes. The time loss for all disputes in progress during the month was 450,000 man-working days.

### **ACTIVITIES OF NATIONAL SELECTIVE SERVICE**

#### **Stabilization of Man-power in Base Metal and Coal Mines—Farm Labour Assistance—Labour Exit Permits—Discouragement of Racial and Religious Discrimination**

IN the first step towards maintaining labour complement in vital industries, a directive was released on October 21, 1942, which stated that arrangements had been made with the Department of National War Services that military deferment requests from all men in base metal, basic iron and steel, and coal mining and certain allied industries would be given special consideration. In return, no permits were to be issued by selective service officers allowing men to leave these industries for other employment except under special circumstances, such as health, and about which a full report must be made to selective service headquarters. The directive instructed their officers to notify local union officials of organizations affected by the order, explaining the reasons for the order.

#### **Farm Labour Assistance**

During recent weeks, Labour Department officials and selective service offices took action in several areas to meet farm labour needs. To cope with scarcity of labour in Eastern Canada's fruit and vegetable harvest and canning operations, school students were organized into squads. To provide extra help in the Western Canadian harvest, upwards of 5,000 farm workers and university students were sent by special trains to Saskatchewan and Alberta. (LABOUR GAZETTE, October 19, 1942, p. 138). But in both instances the action taken was on an emergency basis, with little time for advance planning.

Newspaper editorials in the affected areas and messages received by the Minister of Labour and selective service officials, indicate

that the results were satisfactory. Editorially, the *Regina Leader-Post* said: "The plan has accomplished what it set out to do. It has tided the farmer over a tough spot, which he could not have got through otherwise." Hon. R. J. M. Parker, Acting Minister of Labour in Saskatchewan, said, that reports from all sections of the province indicated that the scheme had been a "decided success." In a letter to the Dominion Minister of Labour, the Alberta Minister of Agriculture, Hon. D. Bruce MacMillan declared that the supplying of men from the East had been a success and had "materially assisted" in getting the crop threshed.

#### **Labour Exit Permits**

One of the most important man-power controls recently effected was the establishment of a labour exit permit system to control the movement of persons from Canada to take employment outside of Canada. Under Order in Council P.C. 9011, of October 1, 1942, which became effective on October 20, machinery was set up for the control of labour emigration, in an effort to retain in Canada skilled workers and other particularly essential labour.

This Labour Exit Permit Order provides, with certain exceptions, that no person may leave Canada with the intention of taking employment outside the country without first obtaining a labour exit permit from a National Selective Service Office. In this way National Selective Service has a means of conserving Canadian man-power needed in war industries and essential civilian industries.

During the first week of the operation of this new Order, one hundred and fifty-one applications for permits asking permission to work in the United States were received, indicating the extent of the movement of labour from Canada. At the top of the occupations seeking such permits was the nursing profession, which already has been creating concern because of the scarcity of nurses in Canada. Permits were not issued to applicants whose services are needed in the Canadian war effort.

There are certain exemptions from the Labour Exit Permit Order. These include: persons going to take up employment in the service of the Government of Canada, the Government of any Province, or the Government of any other country; citizens of a country other than Canada, who are proceeding to the country of which they are nationals; persons in transit through Canada; members of dramatic, artistic, athletic, or spectacular organizations departing from Canada temporarily for the purpose of giving public performances or exhibitions of an entertaining or instructive character; actors, artists, lecturers, journalists, priests and ministers of religion, authors, lawyers, physicians, professors of colleges, accredited representatives of international trade unions, commercial travellers and undertakers, departing from Canada for the temporary exercise of their respective callings; officers and members of crew of any vessels leaving Canada, and officers or seamen proceeding to join vessels at United States ports, provided that they hold authorization issued by or on behalf of the Director of Merchant Seamen; a wife who is accompanying her husband provided that the husband has either obtained a valid Labour Exit Permit or is exempted from obtaining a Labour Exit Permit; farm labourers going to the United States for seasonal work under special arrangements between the Governments of Canada and the United States.

Those persons desiring to obtain a Labour Exit Permit make application at a Selective Service Office. In the application for the permit, the applicant must give the name and address of the foreign employer. If a permit is issued it must contain complete details of the possessor's appearance, including thumb print. The permit may be valid either for a limited period of absence from Canada at the expiration of which the permit must be renewed, or for an indefinite period. The permit states the period during which departure from Canada may take place and is not valid for departure after the expiration of that period. This provides for changes which may occur in the essentiality of the occupation of the holder, inasmuch as a scarcity may have devel-

oped in that occupation following the granting of a permit.

A Labour Exit Permit may be specially endorsed with the words "The right to cancel this permit is reserved," and any permit so endorsed may be cancelled at any time by the Director of National Selective Service. If a permit is cancelled, the holder is subject to recall to Canada within such period as the Director may prescribe.

Permit may be renewed by applying on a special form provided for this purpose. Such an application must indicate whether the holders of permits have changed their employment and must bear the attestation of the employer that the facts as described by the applicant are true and accurate.

The Labour Exit Permit Order provides penalties for any person found guilty of an offence under the Order. Penalties may not exceed either twelve months imprisonment or \$500 fine, or both fine and imprisonment.

#### **Discouragement of Racial and Religious Discrimination**

Employers who continue to discriminate against Canadian workers on grounds of race, religion, creed or colour may find all sources of workers closed to them by refusal of National Selective Service to issue permits for workers to seek employment with them.

Instructions have gone forward to all National Selective Service officials calling their attention to sections of previous instructions on this problem and supplementing those instructions. Pointing out that war contractors, for security reasons, are prohibited from employing certain classes of aliens, Selective Service officers are instructed by the directive to learn from the security officers of such contractors the exact regulations applying to their plants and conform to those regulations. Except for this, the instructions continue: "Some employers continue to discriminate against certain classes of persons on grounds of citizenship, nationality, race, language, name, creed or colour. Such discrimination impairs the war effort by preventing the most effective use of our total labour supply, and tends by developing well-founded resentment and suspicion, to defeat the democratic objectives for which we are fighting.

"No official of Selective Service shall do anything to encourage or facilitate any such discrimination, and no such official shall make any remark to, or ask any question of, any applicant or employer that could be interpreted as condoning or suggesting discrimination in employment against any class of person, and no official in selecting applicants for referral shall take into consideration any factor other than the applicant's ability satisfactorily to fill the vacancy.

## INDUSTRIAL FATIGUE AND MEDICAL SERVICES IN INDUSTRY

### Variety of Factors Upon Which Health of Workers Depends— Precautionary Measures for the Prevention of Illness and the Maintenance of Production

A pamphlet recently prepared by Dr. C. F. Blackler, Acting Chief of the Division of Industrial Hygiene, Department of Pensions and National Health, deals with the problem of industrial fatigue as it affects war production. Dr. Blackler emphasizes the need for medical services in factories to maintain the health of workers. The text of the article is as follows:—

Chiefly because it is consistent with the war effort, public health workers are not infrequently questioned regarding fatigue and its relationship to production. A cautious reply is usually given because of the many factors that complicate and enter the picture from every angle. If an inquiry into the situation could be confined to the plant and the conditions found there a solution might be closer at hand. Such an inquiry would be invariably directed to and would include an investigation of working conditions generally, hours of labour, monotonous tasks, rest periods, lighting, heating, ventilation, excessive noise, overcrowding and those fundamentals of comfort under which the working day is spent.

But all this pre-supposes that we are dealing with an individual who has been proven to be in good health by means of a complete physical examination—a pre-employment examination—and who receives a check-up from time to time. These periodical examinations, with appropriate laboratory tests as required, will bring out incipient or potential disease, which being detected early, places the individual in a position to take the necessary precautions before a physical breakdown becomes imminent. Throughout the incipiency of most diseases there is a period of chronic fatigue. If then, precautionary measures have been taken, we are in a position to say that insofar as is humanly possible to determine and within the limits of diagnostic skill, the worker is not at a disadvantage as far as his health is concerned and that the job is not beyond his physical or mental capacity. In the determination of psychological factors, aptitude tests are useful.

Thus, the first question that should be asked in any consideration of fatigue is:—"Has the worker had a pre-employment examination to determine his physical and temperamental fitness for the job?" In the neglect of medical examinations plants are placed in the unenviable position of hiring men who might have been rejected by another plant for physical or psychological reasons. Indeed,

men suffering from a disability or disease are often attracted to plants which do not require examination before employment. In this connection there is the case of the large industry in which two deaths recently occurred from natural causes, although in each case the question of a hazard arose to the embarrassment of the employer and dissatisfaction among the men.

#### Symptoms of Industrial Fatigue

Apart from actually slumping over the machine or bench, lessened or defective output, an increase in the number of accidents, lost time and inefficiency; what are the evidences of fatigue? Here the plant physician comes into the picture. From a study conducted by Dr. R. V. Ward\* and based upon an analysis of the medical records of a large number of factory workers, two-thirds of whom were young women, strangely similar complaints were given. These complaints conceivably fit into many types of organic disease but no organic disease could be found in the group. In the main they consisted of symptoms which so frequently accompany tuberculosis, loss of appetite, loss of weight and tiredness, to which were added irritability, pallor, inability to sleep and tremor of the outstretched hands. It is only too obvious that in such suitable individuals tuberculosis finds its most likely victims.

The mortality from this disease is still much higher in industrial workers than it is in other population groups. It is well known that on an average one or two cases of tuberculosis are found among every two hundred workers. A recent survey revealed seven cases in 754 food handlers. One ventures to hope that if an employer with two thousand employees knew he was harbouring upwards of twenty cases of pulmonary tuberculosis in his plant, he would do something about it. Yet, that is precisely the situation as it exists to-day. Already there are very definite signs that the disease is on the increase and a further increase is anticipated especially in the larger areas. Workers in the younger age groups coming from rural areas to work in factories will, in many cases, meet their first exposure to tuberculosis. It is therefore, of the utmost importance that existing cases of the disease be discovered and receive the necessary treatment before they act as sources of infection to others.

\*Ward, R. Vance—Chronic Fatigue Symptoms Among Industrial Workers; Canadian Public Health Journal, 1941; 32:484.

Another factor causing fatigue is malnutrition and recent studies have shown that manual workers require one of the vitamins in good measure to compensate for its loss through sweating.

Last year's compensation records in Canada give a total of 314,544 accidents of which 1,217 were fatal. How many of the deaths were due to fatigue, directly or indirectly, is anybody's guess, although a figure as high as 25 per cent has been given.

Urgently as men and women are needed in an industry, we should not countenance their employment if their inefficiency through illness or fatigue contributes to the inefficiency of others and if the disease from which they may be suffering is communicable to their fellow workers.

From the point of view of fatigue alone, of the many problems in industry, it would appear that a medical service is justifiable.

#### Standards for Medical Service Program

What are the needs or standards of such a service? There are no hard and fast rules although it goes without saying that the medical staff should be in proportion numerically to the number of workers, the nature of the work and extent of the hazard involved. It is desirable that all plants, irrespective of size and number of employees, keep adequate health records. Health records, a first-aid room with all facilities, stations with protective equipment, adequate nursing assistance, safety personnel, the latter especially where hazards are great, are basic requirements.

In general, one full-time physician is required for every 2,500 workers, with a nurse for every 1,000 employees. Two physicians in part-time attendance might replace a single full-time physician. In some industries where the work is hazardous, a higher proportion of medical attendants may be necessary; while fewer may be required in light industries, or in firms where the employees are mainly office workers. Several small plants might conceivably share a medical man though it would be better that each maintain a separate nurse. Both plants and physicians would do well to seek advice and weigh carefully all angles of the situation before establishing a service which on the one hand might prove totally inadequate for the welfare of the worker and on the other hand prejudicial to the physician. No plant with two or three thousand employees can expect one part-time physician to give of his best to the plant and, at the same time, attend to the demands of a private practice.

The needs of small industries are not less great proportionately. Twenty plants em-

ploying fifty men or ten plants with one hundred men require medical supervision just as much as one plant with one thousand employees. More often than not the smaller plant lacks many features of the larger, such as adequate washing and toilet facilities, rest rooms, proper lighting and ventilation and the opportunity of obtaining a cheap, hot nourishing meal in canteen or cafeteria.

#### Relation of Home Environment to Health of Workers

To add to the effectiveness of the service, one or two nurses, as the need arises, should be detailed for home visits so that psychological and environmental factors in the home might be given their proper perspective. Emphasis will be laid upon the study of the home environment embracing as it does, the health and welfare of the family unit, financial worries and insecurity, for the business of living is a complex problem not always discernible in the casual contact in plant or workshop. It is in the home or beyond the factory gates that the astute nurse not infrequently discovers a clue to the illness of the worker as shown by instability and maladjustment. This does not mean that antagonisms may not occur at the plant for cases are on record of an illness being precipitated or entirely the result of a workman entertaining feelings of animosity toward a foreman or fellow worker. Other influences may be at work, such as late hours and insufficient sleep. There is even a danger of overdoing one's play for all recreation is not restful and much energy is poured away wastefully.

Beginning with healthy workmen the objective in any industrial medical service is prevention—prevention of disease and disability, of fatigue and accident by the provision and maintenance of good environmental conditions with education of the worker into an appreciation of the value of good food, adequate rest and judicious use of leisure hours.

Long working hours and driving days in the factory and shop, it is to be hoped are over and no longer is the last hour of the day considered to be the "profit hour", with its fatigue and high accident rate. The slogan now is "Spare the worker and speed the work" and this is no idle paradox for abundant evidence is available showing the good effect of medical supervision and shortened hours on production as well as on the health and welfare of the worker. Accidents are fewer and the average annual loss of time through illness considerably reduced. It has been shown that safety in all its phases pays great dividends; pays in better relationships between management and men; pays in lowered compensation rates and increased morale and lessens the burden of the tax paying public.

## PRICE CONTROL IN SOUTH AFRICA

### Inflationary Tendencies and Early Efforts at Control—Appointment of a Price Controller—Freezing of Prices—Results of Control Measures

THE Union of South Africa Government has been faced with the ever-present danger of inflation since the outbreak of war. J. C. Macgillivray, Canadian Trade Commissioner at Cape Town in a report to the Department of Trade and Commerce discusses South Africa's problem and the steps that have been taken thus far to curb these inflationary tendencies. The incomes of wage-earners have moved upwards, since the outbreak of hostilities, making more money available to be spent; also some branches of commerce and industry have, because of war conditions, increased their earning power. Taxation has removed a large proportion of this extra profit, but notwithstanding this, some sections of the community have more money at their disposal than before. Military disbursements and the presence of large numbers of visiting troops and refugees have also assisted in increasing the demands and consequently the open competition for goods and services.

Concurrently, many factories have been turned over to war production, while the importation of goods from abroad has become slower and more difficult and, in instances, impossible, so that despite abnormal demands, there are fewer goods available for sale. Measures have been taken which, while they could not prevent a sharp rise in prices and increasing scarcity of goods, have so far been successful in keeping the movement under a reasonable degree of control and preventing an unchecked inflation spiral which would otherwise have been unavoidable. The outlook for the future is not, however, particularly reassuring, unless the existing regulations are extended.

At the end of June, 1942, the official cost-of-living index, averaged for the nine principal urban centres, showed an increase of 20·7 per cent in comparison with the month preceding the outbreak of war. Concurrently, the index figure for imported goods, on which this country is so dependent, has gone up by 50 per cent. The upward swings have been most marked during the current year.

As regards anti-inflationary measures, there has been an enforced diversion of wealth from the individual to the State by heavily increased income taxes and excess profits levies, maximum prices have been fixed in cases where such action is feasible, compulsory saving was introduced in the 1942 budget

and, in addition, there has been the inducement to invest surplus capital in war loans.

Concerning price control, the efforts of the Government have been devoted, in the main, to the supervision of the profits of traders and manufacturers. In effect, these are profit control regulations, and there is no attempt, as is the case in Canada, to regulate the very important cost factors in price. The result is that the South African cost-of-living index has risen much more steeply than its Canadian counterpart although this does not imply that the local control has not been fulfilling its purpose. It is due, rather, to an increase in the prices paid to the primary producers of certain agricultural products, to the sharp rise in the landed cost of imported goods, and to the increase in industrial wages. All these items of cost are outside the scope of South African price control.

Initial steps leading up to the control of prices were taken up by the Union Government shortly after the outbreak of hostilities, when a body known as the National Supplies Control Board was constituted on September 14, 1939, one of the principal functions of which was defined as the control of prices in the Union. The regulations dealing with price control were in two parts: the first empowered the Minister of Commerce and Industries, on the recommendation of the Board, to fix maximum prices; the second was a regulation under which profits on all commodities whose prices were not actually fixed, were controlled by means of a general formula. This formula specified that the seller of any goods should not make a larger percentage of profit than the percentage earned on like goods at August, 1939, the month preceding the outbreak of war.

#### Appointment of Price Controller

During the period August, 1939, to August, 1941, wholesale prices rose in the Union by about 25 per cent and retail prices by less than 9 per cent. After the first increase in prices, which took place in the opening months of the war, the price-level table remained relatively stable for nearly two years, until towards the middle of 1941, when it began to rise. This increase was due to unfavourable weather conditions which adversely affected local agriculture, and also to

the intensification of the war and the consequent difficulties in obtaining shipping to convoy imports. The attendant increase in prices led to more comprehensive control measures, and the appointment of a Price Controller. The Controller's powers included the fixing of a maximum price of goods in any transaction between person and person, the fixing of maximum charges for any service; and the freezing of prices or charges to the current level during a specified period.

The first major task which the Price Controller undertook was the revision of all the regulations governing price control. New regulations were evolved, which enabled traders to take a gross margin on costs determined in accordance with a factor which the Controller published. This factor, which was less than unity, varied in the inverse ratio as the cost of the goods increased, and when multiplied by the percentage of gross profit taken on like goods in the pre-war period, gave the percentage of gross profits that any merchant or manufacturer was entitled to make on any particular goods. The objective was to make sure that the trader or manufacturer would earn the same profit as he did before the war and that this profit was not increased as costs rose. To allow for a possible fall in the volume of sales and for increased costs of distribution, the factor was so computed that the gross margin taken on the sale of any goods was approximately 10 per cent higher than the gross margin taken on like goods prior to the war. The factor was also so determined that as costs rose this margin of 10 per cent increased slightly. This basis of profit control reduced permissible profits very materially when compared with those allowed under the original regulations. The new system also provided that the controlled profit margins would be added to the actual cost of the goods and not to the average of the costs and replacement values as decided by the National Supplies Control Board.

#### **Freezing of Prices**

In order to put this new regulation into effect some further difficulties had to be overcome, such as the necessity of merchants repricing all stocks on hand. To overcome this the Controller issued a notice in October, 1941, freezing the prices of goods on hand so that the operation of a new price formula, based on the factor, applied only to goods received into stock after that date. This arrangement, under which two bases for the determination of prices were in operation, lasted until July 1, 1942, after which the freezing notice was withdrawn and all prices

not specifically fixed were to be determined in accordance with the new factor published on the same date.

This new factor is, in principle, the same as the one already explained, with the exception that it makes provision for an additional 5 per cent profit margin, which increase is intended to compensate for the anticipated substantial fall in turnover which it is considered may take place as the year advances owing to the expected contraction in the arrival of goods from overseas. To aid traders in determining new prices, a special ready-reckoner was provided in accordance with the provisions of the regulations.

The foregoing is a summary of the steps taken by the Controller to regulate prices in general. In addition, however, he also retained the power to fix maximum prices specifically and, since his appointment, the list of commodities whose prices have been so fixed has been very materially increased. These include not only retail prices, but also a wide range of wholesalers' and manufacturers' prices. In actual fact, specific price fixation, either by stated figures or fixed percentage margins allowable on costs have now been applied to nearly all household commodities ordinarily obtained from grocers. Apart from the fixation and control of prices of goods, the authority was extended to the Controller to enable him to regulate the charges for a number of services, such as laundering, the servicing of motor vehicles, dry cleaning, boot repairing, and haircutting. In addition, the control of hotel and boarding-house charges was placed under his administration. By a special war measure (Proclamation dated September, 1941) these latter were fixed at a level approximately  $7\frac{1}{2}$  per cent above that prevailing on September 1, 1939. Other new regulations included provisions against the increasing of costs as a result of inter-merchant sales. If the first trader sells at the maximum permissible profit, no subsequent dealer is able to make a profit on further sales.

#### **Results of Control Measures**

Despite the tightening up of the price control regulations, the price level in the Union has continued to rise since the appointment of the Controller, and the rate of increase has been particularly rapid during the past six months. This increase has, however, been largely due to outside causes and the cost-of-living figures have been influenced by a number of factors which are beyond the control of the regulations.

An analysis of the cost-of-living index indicates that one contributory reason has

been the higher prices of certain agricultural products. The Price Controllers' powers as regards price fixation extend to certain agricultural products in the hands of traders but do not take in the price paid to producers. His authority has been mainly confined to regulating the profits of traders and manufacturers, and while these have been curbed the prices paid to primary producers have been increased.

While profits are an important factor in living costs there are other equally essential components. These are wages, profit, and interest charges, and any fluctuations in these can have a marked effect on prices. Interest rates in South Africa have, since the commencement of the war, been remarkably steady, with a downward rather than an upward tendency. Wage levels, on the other hand, have moved in the opposite direction and have influenced price levels. Increases granted on a wide basis without much discrimination, coupled with relatively generous military allowances and the enhanced profits of entrepreneurs, have all had their inevitable effect.

The third important component, profits, is only partially controlled, owing to there being no peg on agricultural profits. Similarly, under the present system nothing can be done to influence the price level of imported goods and materials. A system of subsidization, such as tried in Canada, has not been seriously considered.

In defending the control measures which have been taken, it is contended that but for these, and bearing in mind the scarcity of certain commodities, prices could have got completely out of hand. It is also claimed that the profit element in the price structure is one of the most sensitive to fluctuation and

that its control in times of shortage is a vital factor in keeping living costs within reasonable confines.

It is asserted that in most businesses turnovers are now dropping very materially as a result of the shortage of commodities. Some merchants hold the view that as turnovers drop a larger margin of profit should be given as compensation, although organized commerce does not subscribe to this theory.

Concurrently with recent price increases there is certain evidence of an increase in so-called "black-market" transactions, particularly in the larger urban centres, and the Controller of Prices has made appeals to the public for assistance in stopping this practice. These operations are said to be conducted by traders who have accumulated large stocks of commodities in short supply. Sales are made secretly at exorbitant prices, no invoices are given, only cash is accepted and no book entries are made. Penalties are provided for merchants selling under such conditions, and it is now proposed to make the purchaser equally liable. Anti-hoarding legislation has also recently been passed.

It has also been announced that important new developments in price control are pending. A list will be published of flat percentages of profit which may be added to current cost to arrive at permissible prices. This will cover about 400 commodities and, while it will continue to be effective on merchant profiteering, it cannot, as such, be expected to do much to slow down the still mounting cost-of-living curve, something which can be accomplished effectively only by increased supply or diminished spending. All that can be done is to distribute with some degrees of equalization the burden of increased cost.

#### Prime Minister on Industrial Accidents

A recent statement by the Rt. Hon. W. L. Mackenzie King, Prime Minister of Canada, stresses the cost of accidents to the war effort: "As Canada moves steadily towards a total war effort, we are bound to observe that needless casualties in industry are as much of a drain on our national man-power as needless casualties in the army.

"When close to 12,000 industrial accidents are reported in the Province of Ontario alone in a single month, we cannot but reflect that this is the equivalent of having an entire division of our armed forces suffer wounds at the hands of the enemy.

"Even though, fortunately, many of these accidents may not have long-lasting effects, just as not all wounds are severe, nevertheless

they handicap us in our war effort. Each and every accident in industry delays the day when we shall win final victory over our foes."

The Prime Minister praised the work of Industrial Accident Prevention Associations towards the reduction of the frequency of industrial accidents.

The total number of accidents reported to The Workmen's Compensation Board of Ontario in October was 11,815 which included 57 death cases, as compared with the September figure of 11,965, including 27 fatalities. In October, the total compensation and medical aid awarded by the Board amounted to \$925,055.22 of which \$179,278.26 was for medical aid.

## PRICE CONTROL IN CANADA DURING OCTOBER, 1942

### The "Freezing" of Business—Distribution of Goods in Short Supply—Conservation Activities—Measures to Ensure Effective Use of Housing—Consumer Rationing—Price Adjustments

WITH a view to conserving materials and man-power and ensuring an equitable distribution of consumer goods of which there is a short supply, the Wartime Prices and Trade Board during October established more direct control over civilian trade and industry.

A summary of these various new controls as well as a review of certain price adjustments is given in the following article.

#### The "Freezing" of Business

An Order was passed during October severely restricting the establishment of any new business. In general, the new regulations prohibit, except under special permit, the undertaking of a new class of business, the manufacture or distribution of any new line of goods, or the use of any larger premises by an operator. Persons intending to go into business also require a permit. The purpose of the Order is to conserve materials and man-power, and to maintain a greater degree of stability for persons now engaged in trade or industry under the conditions of wartime requirements.

In its Policy Statement accompanying the Order, the Board stated that permits will be granted only in exceptional circumstances. The regulations are strengthened by the provision that manufacturers and wholesalers are not to supply goods to businesses to whom they have not previously supplied such goods unless satisfied that the buyer holds a valid licence issued by the Board and is entitled to deal in such goods under the provisions of the Order or under a permit obtained from the Director of Licensing. (Board Order No. 194, effective November 2, 1942).

#### Distribution of Goods in Short Supply

In reiterating and amplifying its Statement of Policy issued last November, the Board called upon manufacturers and wholesalers, who through shortages of various civilian goods find themselves unable to meet the full requirements of retailers, to allocate available supplies equitably among the customers to whom they sold in 1941. In cases where shortages exist, suppliers are not to take on any new accounts unless requested to do so by an Administrator of the Board. Special directives will be issued by Administrators to implement in particular cases the policy set forth. Administrators have authority to direct any supplier to make deliveries of goods, such

as goods in short supply, to any designated person, should such action be required to ensure equitable distribution.

#### Conservation and Allocation

*Newspaper and Magazine Paper.* Commencing with November output, the production of newspaper and magazine paper has been limited to the average of the operating rates for April to September of this year (A454 and A455, October 28). The limitation applies to paper produced for sale within Canada or the United States. The immediate "freeze" of production, paralleling action taken by the War Production Board in the United States, is the first step towards a balanced program of further reduction and concentration of the industry on an international basis.

Another Order was passed with respect to the issue of permits to newspaper manufacturers. (A451, October 26). On or after November 2, 1942, manufacturers are not to produce, sell, deal in, or undertake transactions in any newspaper until and unless authorized to do so under written permit by the Administrator. Manufacturers were to register with the Administrator within 10 days from the date of the Order. The Order was designed with a view to facilitate transfers of tonnage and applies equally to exports and domestic requirements.

*Farm Machinery and Equipment.* Supplementing a Board regulation passed in September reducing the manufacture and importation of new farm machinery, another Order was issued in October which provided for the rationing of all new farm machinery and equipment (Board Order No. 192, October 1). Briefly, the new ration plan, which became effective October 6, calls for the filing of essentiality applications prepared by the farmers, countersigned by the local dealers, reported on by the branch managers of the various implement companies and finally approved by the Board through its regional offices. Applications and permits are required for all deliveries, notwithstanding prior contracts.

The only types of new machinery and equipment exempted from the rationing Order are attachments, repair and spare parts, track laying type tractors, irrigation or drainage equipment, hand tools and milk cooler refrigeration units. With respect to spare parts or repair parts, the Order provides that they

are only to be sold or acquired if necessary at the time of sale to put machinery and equipment in good working condition.

*Residential Lighting Fixtures.* In an Order instituting extensive simplification in the production of residential lighting fixtures, provisions were made for distributing supplies on the basis of essentiality. (A423, Oct. 5). Persons requiring new electric lighting fixtures or parts for their homes will have to sign a statement that the articles will be used only for essential maintenance and repair to fixtures already installed. If a person wishes to replace existing residential lighting fixtures with a new installation, he must obtain the written permission of the Administrator of Electrical Equipment and Supplies.

*Honey.* Industrial users of honey were notified by the Foods Administration that they must dispose of any quantity of honey in their possession over and above the amount they are permitted to use between the end of October and the end of next June. There was evidence that there had been excessive accumulation of honey, probably in anticipation that larger quotas for industrial use would be authorized, but the Foods Administration pointed out that an increase could not be granted in view of the short production of honey this year in many parts of Canada and because of the need to provide as much honey as possible for domestic use.

In order to protect the supply of beeswax, essential for comb foundation, an order of the Oils and Fats Administration prohibited, except with written permission, the use of any beeswax propagated in Canada for any purpose other than in the manufacture of comb foundation. (A428, Oct. 5). It was pointed out that domestic wax possesses the physical and chemical requirements suitable to honey production in Canada, and is preferred to imported wax. Such quantities of the latter as are required for miscellaneous industrial purposes (e.g. candles) will be imported by the Commodity Prices Stabilization Corporation.

*Butter.* In order to distribute more evenly the present stocks of butter in Canada, the Foods Administration of the Board issued an order limiting all holdings of butter in storage warehouses and creameries at November 30, 1942, to 75 per cent of the amount held at the same date last year. The Order also required that beginning with November and until further notice all holders of butter carrying stocks in excess of 5,000 pounds, must report their actual holdings to the Foods Administrator at the close of each month. (A457, October 31.)

### Simplification and Conservation

*Metal Containers.* With a view to further conserving steel and tin, regulations covering the manufacture and use of metal containers intended for packaging goods for sale have been consolidated and considerably extended (A425, October 23). The latest Order was issued by the recently formed Metal Containers Administration. The new regulations permit the use of tinplate only for essential food products which cannot be preserved in any other manner and eliminate the use of metal containers for any product that can be packed in composite or non-metal containers such as glass or fibre. The schedule attached to the Order lists the commodities for which metal containers will be provided, the size of the containers permitted, the type of metal from which the container may be made (such as tinplate, terneplate and blackplate) and the quantity or quota applicable to the packaging of each product.

*Glass Containers.* To enable the glass industry in Canada to meet the substantial new demands placed on it, the Board issued an order for the simplification of glass containers used in commercial canning for jams, jellies, marmalade, pickles and certain other food products. After the end of 1942, glass manufacturers are to make new containers for the listed food products only in the form of plain, round jars approved as to style, quality and shape by the Administrator of Glass and Glass Products. Standard sizes by fluid ounces are established for each product, and the Order stipulates that the size must be blown in the glass. The simplified glass containers are to be so designed as to use standard size caps. (A441, Oct. 14.)

*Other Products.*—The Board's program of simplification and conservation was also extended to a wide variety of consumer products,—from ordinary writing inks to medical garments. With respect to *writing inks* colours are limited to 6 in number, and sizes of bottles are restricted. Sale in any size or colour prohibited in the Order is forbidden after December 31, 1942. (A417, October 1). The use of elastic material in the manufacture of *medical garments*, in the 12-month period ending August 31, 1943 or succeeding periods is limited to the amount so used by the manufacturer in 1941. The Order provides for the standardization of various types of medical garments and specifies the reduced amounts of rubber or elastic materials to be used in their manufacture. (A430, October 8).

To conserve materials and reduce costs, a simplification Order was applied to the manu-

facture of men's washable cotton apparel: aprons (for waiters, butchers, etc.) coats, vests (for barbers, waiters, etc.), frocks (for dentists, laboratory workers, machinery, etc.), pants, overalls, and combination overalls. For each type of garment, specifications and restrictions are made with respect to finished length, depth of hem, number of pockets, buttons, etc.; and certain features—such as triple stitching, yoke or pleated backs, and contrast cloth trim—are eliminated. Manufacturers are forbidden to set one label over another, or to affix any other labels than those specified (A438, October 16).

For the purpose of conserving brass, copper, steel and also rubber, an Order was passed restricting the number and sizes of metal and rubber parts which may be used in *portable lamps and lamp shades*, (e.g. one socket per lamp; length of electric cord limited to 5 feet in floor lamps and 6 feet in other portable lamps.) Metal can be used only for certain specified parts. The output of lamps is also restricted: the Order provides that during the period July 1, 1942 to December 31, 1942 the number of units of the several classes of lamps specified in the Order must not exceed 25 per cent of the number of units of that class made during 1941. (A413, October 1). With a similar purpose in view, an Order was issued restricting the kinds of metals and their use in the manufacture of residential lighting fixtures (types and kinds designed to be permanently affixed to wiring outlets). (A423, October 5).

Certain minor amendments were issued with respect to previous simplification orders covering commercial mixed feeds, (A414, October 1); paper board for folding cartons (A436, October 13); storage batteries (A435, October 13); power and distribution transformers (A434, October 13); closet seats (A442, October 14); and rayon print goods (A439, October 16).

#### Restriction and Conservation

(Note: Although the other types of orders, viz., allocation and simplification, restrict the manufacture and sale of products to which they apply, the restriction orders reviewed under the present heading differ from the others mainly in that they do not specifically provide for any system of allocation or introduce any measure of simplification. They will, however, result directly or indirectly in conserving materials, manpower, power and transportation facilities for war purposes).

The manufacture of *stranded steel clothes line wire* is now prohibited entirely and no manufacturer may sell, for use as clothes line,

any single strand steel or plated wire. (A424, October 5, amending A272). A further restriction with respect to *metal hair pins and bob pins* reduces production for the period October 1, 1942, to September 30, 1943, and subsequent periods to 30 per cent of the tonnage manufactured in the calendar year 1941. Manufacturers are not allowed to accumulate raw material inventories greater than necessary to maintain production for 90 days at the rate permitted in the Order. (A444, October 16, replacing A340).

In the production of *beer* an Order provided that on and after November 1, 1942, the use of malt is restricted to not more than the quantity used for such purpose in the corresponding quarter of 1942 (quarters to end on the last day of January, April, July and October). In addition to limiting production, the restriction is expected to have the effect of saving manpower in distribution and sales promotion operations. (A450, October 22).

The Order regarding *operation of private commercial vehicles* originally provided a wide exemption for vehicles while engaged in the transportation of pulpwood and other wood, logs and poles. An amendment limited the exemption to vehicles which are engaged in the transportation of logs and poles from the locus of lumbering operations to a sawmill or a railway (A440, October 15). Another amendment postponed by 30 days (until November 30) the effective date of the order prohibiting the operation of private commercial vehicles more than 35 miles from the registered address of the operator. The purpose of the amendment is to enable the heavy movement of goods which normally takes place during the fall to proceed without interruption.

The use of *carnauba wax* in the manufacture of wax polish is restricted after November to a maximum of 5 per cent by weight of the finished product, and in the manufacture of shoe polish it is restricted to a maximum of 4 per cent. (A448, October 22).

In an order covering *tung oil and oiticica oil* certain restrictions which had been placed on the distribution and use of *perilla oil* have been removed because substitute materials are now available for use. The restrictions formerly placed on tung and oiticica oil have not been changed substantially except with regard to grade 2 B. oiticica oil. This grade of oil may now be used for the manufacture of any protective coatings other than those entering the channels of retail trade. (A437, October 13, replacing A75).

#### Rental Regulations

*Housing Accommodation.*—Since wartime demands for materials and labour have severely

restricted new housing construction, the Board was directed by the Government to take measures to ensure that the most effective use is made of existing housing accommodation in congested areas. To provide the Board with the necessary legal powers to carry on with this work, the Wartime Leasehold Regulations, under which maximum rentals are fixed, were suitably amended. (P.C. 8973, October 1, 1942, amending P.C. 9029, November 21, 1941). Early in October, a Real Property Administrator was appointed. It was announced that through the Real Property Administration, the Board would proceed as quickly as possible to organize voluntary local campaigns.

To facilitate further the carrying out of these measures, the Board issued an Order (Board Order No. 200, October 20) empowering the Real Property Administration to undertake surveys of housing accommodation in any area in Canada and, in conducting such surveys, to require householders to furnish the information requested. The Order is also designed to suspend with respect to "congested areas" any barrier to the sub-letting of housing accommodation, whether set up by municipal restrictions or by owners.

*Room Rentals.*—Special regulations were passed during the month with respect to the renting of rooms in certain centres in Nova Scotia. Landlords who had rooms for which a lease was in effect during the period September 14-September 28, 1942, were required to file application forms by October 10 with the Regional Rentals Committee, after which they received a rate card showing the maximum rate that may be charged or paid, either in respect to each person occupying the room or for the room as a unit. Rate cards must be posted in a conspicuous place in the room. Certain other regulations apply to cases where the number of persons occupying a room has increased.

Provision is made for a Room Rates Committee to fix or vary maximum rates and, for its information, to enter and inspect premises. Detailed regulations cover the collecting of rent for rooms, the making of receipts, etc. The order applies to: The City of Halifax, Dartmouth, and the districts of Armdale, Fairview, Woodwide, and Imperoyal—all in Nova Scotia.

#### Consumer Rationing

Apart from the rationing of certain durable goods (farm machinery and residential lighting fixtures) developments in the field of consumer rationing were of a minor character. Steady progress has been made in the setting up of local ration boards throughout Canada, more than 500 of which are being established.

A large number of mayors and reeves have indicated their acceptance to the proposal to serve as chairman of the boards, and many have submitted panels of representative citizens for board membership.

Several rulings were issued during the month clarifying the coupon regulations or covering special circumstances.

Because of the delay in harvesting, the arrangement whereby farmers feeding harvest gangs could obtain extra sugar from retailers by signing invoices was extended from October 31 to November 15. Another announcement was made that coupons from last summer's temporary ration cards were to become void November 1, for purchases of sugar, tea and coffee, and after December 1, they cannot be used by retailers, wholesalers and other suppliers for replacement of stocks.

The Board's Rationing Division established a system of "sugar credit slips" or deposit receipts for the sugar purchase vouchers which up to October 1 were honoured for sales of sugar to be used in home preserving, etc. With the preserving and harvest seasons virtually over, the sugar obtained as replacements for the vouchers under the rationing orders (Board Orders No. 176 and 198) would not have been absorbed by consumer demand until preserving, etc., started again next spring and summer. The diversion of this sugar into storage for some months would have also meant an undesirable pressure upon Canada's bulk supply of sugar for ordinary purposes. To obviate this, the ration division arranged to have retailers and wholesalers send their accumulation of sugar purchase vouchers to ration offices and in return to obtain a receipt slip which in effect will establish a sugar credit on which they can draw at a later date whenever they need extra stock. When the preserving season starts next year, or in event of any "abnormal situation", such as a store or warehouse burning down, the merchant can turn in his receipt slip and get a replacement certificate which he can use to purchase "buffer stocks".

#### Price Adjustments

During the month important price adjustments were made with respect to a variety of food products, mainly with a view to maintaining or ensuring an even distribution of supplies across the country. In addition, several fuelwood orders were issued covering certain centres, a few squeeze adjustments made, and price regulations specified with respect to various kinds of scrap metal.

*Beef.* Early in October the Board issued a comprehensive statement on matters affect-

ing the control of the supply and prices of cattle and beef. In rejecting the claim that "Canadian cattle prices or the prices of any other commodities should be allowed to rise as high as United States prices", the statement pointed out that "unless prices are controlled at Canadian levels the whole effort at price and wage control would be destroyed". In the face of conflicting views, however, it was necessary for the Board to provide finality in its decision. The decision arrived at "will result in beef prices somewhat higher than consumer interest would like, and in cattle prices somewhat lower than producers had recommended".

The Statement announced an upward revision of wholesale ceiling prices which was later formalized in a Board Order (Board Order No. 194, Oct. 6, consolidating and amplifying the provisions of Order No. 149). For the period October 13 to December 23, maximum wholesale carcass prices for good commercial beef were increased by \$1.50 per cwt. Thereafter, seasonal increases of 50 cents per cwt. will be made on December 24, February 11, March 25 and April 29, and one of 25 cents on May 27. The level of next June is then to constitute the ceiling, with prices free to fluctuate seasonally under that ceiling in accordance with actual market conditions.

The Order defined six grades of beef; special quality, commercial, plain, cutter, cow and bull beef, and boner beef. "Special quality" must carry the government "Red Brand", and for this grade the maximum price in all zones in Canada is 50 cents per cwt. higher than for "good commercial". Maximum carcass prices for the four lower grades were set at specified discounts below the maximum price for good commercial beef. Concurrently, an order by the Food Administrator contained a revised schedule of maximum prices at which wholesalers and processors are to sell beef in cuts. (A433, Oct. 10). The Order covers the period from October 13, to December 23, which means that further orders affecting the price of cuts will be issued periodically.

With respect to retail prices, the provisions of the new Board Order are similar to those in previous orders, with the exception of a new section providing for a maximum markup of seven cents per pound. The 15 zones already set up across Canada are unchanged with two minor exceptions. In order to ensure a more strict control of retail prices, the new Order provides that prices and markups of all persons selling beef at retail "shall be subject to periodic examination by any authorized representative of the Board, and any such representative may apply such

tests and require any person to submit such beef cutting or other tests as may be authorized by the Board."

Cattle prices, as distinct from beef prices, are not subject to actual ceilings. "However", the Board's statement pointed out, "recurrent beef shortages may be experienced, and if in such circumstances black market operations force cattle prices to unduly high levels, it will be necessary to impose livestock price ceilings". The Board also announced that the Wartime Food Corporation will be prepared to buy cattle if there is at any time a surplus supply which threatens to depress cattle prices unduly.

**Lamb.** Seasonal maximum prices were established for carcasses, sides and cuts of lamb in order to ensure supplies (Board Order No. 196, Oct. 6). The new Order amplified the provisions of a former Order (No. 90) which had permitted specific seasonal increases, during the period January to August 15, in maximum prices of lamb carcasses and cuts over the basic period prices established by each seller. The top wholesale prices of carcasses and sides are specified in each of the 15 zones across Canada (the same zones as those established for beef) for, respectively, fresh and frozen lamb in the September-December period; frozen lamb from January to August inclusive, and fresh lamb from winter-fed lambs when the meat is sold in the period January to June, inclusive. Exempted from the ceiling are sales during the period January to August inclusive, of carcasses or sides of fresh lamb obtained from lambs born in the same year the sale is made or in the December immediately preceding.

Retailers selling lamb are not to pay more than the maximum established by the Order which is on the basis of delivery to the buyer's place of business or to his nearest railway station. Retailers are required to regulate their selling prices for the various cuts so that the aggregate price received for all cuts or portions of a carcass, side or cut will not exceed (a) lawful delivered costs, plus (b) normal basic period markup (percentage on cost), the markup not to exceed 9 cents per pound. When and if necessary, markups may be altered by the Foods Administrator.

**Poultry.** In order to permit the free movement of poultry from areas where production is heavy to areas of relatively heavier consumption, maximum wholesale and retail prices were set for all classes and grades of dressed poultry in all parts of Canada (Board Order No. 197, Oct. 6, revoking Board Order No. 70). Recognizing the seasonal nature of poultry production, the new Order

designates a "packing period" and a "deficiency period" for each kind of poultry. During the packing period, when marketing of fresh poultry exceeds current demands, the surplus is placed in cold storage. The Order sets out in schedule form, by provinces, the maximum wholesale price per pound for each class and grade of box-packed, graded poultry during the packing period. From this basis, specified variations are permitted for storage charges in the "deficiency period", for the sale of loose packed poultry, for ungraded poultry, for eviscerated chickens or turkeys and for kosher poultry. The retailer's selling price is to be computed as the sum of his cost from processor or wholesaler, plus his normal markup—the markup not to exceed, however, 9 cents per pound.

*Dried Apples.* An Order with respect to dehydrated apples and evaporated apples established maximum prices for processors, wholesalers and retailers (A 445, Oct. 19). The Order set maximum prices per pound, f.o.b. processor's plant for sale in 50 pound and 25 pound containers. The prices vary according to plant location and to quality. Maximum percentage markups are fixed in the case of wholesalers' and retailers' prices.

#### OTHER PRODUCTS

A new Order on *seeds* provides for a definite basis of maximum prices for fractional unit quantities. Maximum retail prices, all of which, unless otherwise stated, are set forth as f.o.b. retailers' place of business, have been reduced for a number of items. Without written consent, special strains and novelty kinds of seed can not be sold at prices above those allowed for the regular strains (A 446, Oct. 20, replacing A 3).

An Order on *crushed oyster shell*, coinciding with the removal of the import duty and the war exchange tax, specifies maximum amounts, depending on merchandising services performed and quantity of sale, which importers and dealers may add to original costs and actual transportation charges. (A 429, Oct. 7). For *clamshell* produced in *British Columbia*, the maximum prices which producers and wholesale distributors may charge are specified for distribution in and outside the province. Sales at retail in the Fraser Valley area are subject to specific maximums but elsewhere they are subject to base period maximum prices. (A 427, Oct. 6).

Various classifications and grades were defined for *non-ferrous metal scrap*—copper, zinc, etc., and maximum prices in cents per pound were set for producers and collectors and for small licensed dealers, from whom "Consumers" must purchase their scrap (A 415, Oct. 2).

Dealers' maximum prices for *fuelwood* were set in certain additional areas—the Province of Manitoba, Banff and Edmonton in Alberta, Kenora and Smith's Falls in Ontario, and Riviere du Loup in Quebec. (The Orders, respectively, are F 48, Oct. 20; F 46, Oct. 8; F 49, Oct. 26; F 47, Oct. 20; F 43, Oct. 1 amending F 25; and F 45, Oct. 1). Amending Orders regarding Quebec City, fifteen Quebec counties and the city of Levis, and certain municipalities in the counties of Quebec, Levis and Montmorency (the number covered was increased from 3 to 44) gave a more detailed listing of lengths and made certain price adjustments. (F 42, replacing A 104; F 44 replacing A 110; and F 41 replacing A 105; all passed Oct. 1).

A number of *squeeze adjustments* were made during the month. Manufacturers of furniture in British Columbia were allowed to increase their prices subject to definite limitations and to the written approval of the Administrator (A 432, Oct. 13). In a number of cases, the Timber Administrator authorized upward adjustments at the intermediate level over maximum prices specified in certain previous orders while maintaining individual retail prices at established levels—for white cedar shingles in Eastern Canada (A 411, Sept. 1), pine lumber of various kinds (A 419, Oct. 5, replacing A 72, and A 468, Sept. 14, replacing A 162), and timber produced from hard maple, basswood, elm and birch (A 422, Oct. 6, replacing A 26, A 28 A 45 and A 92). A squeeze adjustment was also effected in the case of birch and maple flooring. (A 467, Oct. 7).

#### Volunteer War Plant in Great Britain

A recent Canadian Press report tells how Great Britain's first volunteer war factory where no wages are paid, is in full swing. In a small town in Sussex fathers, mothers, school boys, grandparents, anyone over or under the draft age are working side by side turning out munitions.

The factory was started by a local Rotary Club last March. In ten weeks it was completely equipped and did not cost a cent. The leading automobile firm gave its big showroom, while engineering firms produced drilling machines, tools, benches, jigs and fixtures. The transportation and lighting are supplied by local firms.

The factory started to work in June with 150 volunteers working two shifts—in the afternoon from 2 to 6; and evenings from 7 to 10. Already they have turned out more than 100,000 bomb parts. There is a waiting list of volunteers who will start working when the factory is able to enlarge its premises.

## SANTIAGO CONFERENCE RECOMMENDS LEGISLATION ON SOCIAL SECURITY

THE first Inter-American Conference on Social Security was held at Santiago de Chile on September 10-16 on the invitation of the Chilean Government and under the auspices of the Inter-American Committee to Promote Social Security (LABOUR GAZETTE, September, 1942, p. 1001). It was attended by delegates from 21 countries of the American Continents and also by delegations from the Governing Body of the International Labour Office, including M. Paul van Zeeland, and from the Pan-American Sanitary Bureau. Canada was represented by Hon. W. H. A. Turgeon, Canadian Minister at Buenos Aires, and Mr. M. J. Vechsler, Canadian Government Trade Commissioner for Chile.

The Conference issued a "Declaration of Santiago de Chile" regarding social and economic security and adopted a number of resolutions on social insurance. It also decided to establish a permanent organization with the title of "Inter-American Conference on Social Security" and drew up a constitution for this organization.

### Declaration of Santiago

The Declaration states that,

To be able to enjoy fully the basic freedoms of thought, expression and activity, every man and woman must be afforded physical and economic protection against social and economic risks through properly organized social action,

and that,

Society must find a new inspiration in a movement of solidarity of all men and nations to abolish poverty and secure the means of living in health and decency.

Economic and technical resources must be used to create the greatest possible material welfare on the basis of an equitable distribution of the fruits of production. Social security is a "genuine and rational economy of human resources and values" whereby the vigour of the present generation is conserved and built up, the way is prepared for future generations and the older generation is supported.

Social insurance, as an expression of social security, must eliminate the various risks to the earning capacity of the workers, must restore earning capacity lost or reduced and must supply the means of subsistence when gainful activity has been stopped or interrupted. Moreover, a social security program must be on a continental scale because the health and capacity of the workers of one American nation is the concern of them all. "A continental agreement entered into by the social security institutions will forge new

links of solidarity" and it is declared that "the decisions of the Americas with a view to a new structure of social security represent a contribution to world solidarity in seeking the well-being of peoples."

### Resolutions Adopted

The Governments of the American nations are recommended to promote legislation to establish as comprehensive a system of social security as possible. This system should include compulsory insurance at the sole cost of the employer against industrial accidents and occupational diseases, compulsory sickness insurance, provision for invalidity, old-age and death, aid for the involuntarily unemployed and services for the protection of maternity, childhood and adolescence. It should be extended to cover agricultural workers, domestic servants, the self-employed and intellectual workers.

Moreover, the various schemes which are in course of development in each country should be integrated on a national basis and social assistance should be co-ordinated with social insurance. Representatives of employers and workers designated by their respective organizations should participate in a consultative and advisory capacity in the administration of social security. The permanent Committee described below should study the best methods of assuring the technical and functional co-ordination of the bodies administering social policies.

Other resolutions deal with the financial organization of social insurance, the question of pharmaceutical benefits, the unification of biostatistical data on an international basis and the maintenance of the insurance rights of mobilized persons.

### Constitution of Conference

Under the Statute which places it on a permanent basis, the Conference is to be an agency of co-operation with membership open to representatives of Governments, social security and insurance institutions and central advisory and technical councils concerned with social security and insurance. Provision is also made for a Permanent Committee whose duties are to give effect to the resolutions and recommendations of the Conference, to prepare the sessions of the Conference and in general to contribute to the attainment of the purposes of the Conference. The Committee consists of one regular member and at least one substitute member appointed by each Government represented in the Conference. In addition, the following may join the Com-

mittee at their own request: a tripartite delegation appointed by the Governing Body of the International Labour Office, the Director of the Office, the Director-General of the Pan-American Union, and the Director of the Pan-American Sanitary Bureau. The

Director of the International Labour Office will keep the Conference and Committee informed of international developments in the field and will inform the Governing Body of the Office, from time to time, of the work of the Conference and Committee.

## WAGE AND SALARY CONTROL IN THE UNITED STATES

**A**CTING under the authority of President Roosevelt's executive order stabilizing the cost of living in the United States (LABOUR GAZETTE, October 1942, p. 1140) James F. Byrnes, recently appointed Director of Economic Stabilization, has issued regulations dealing with the control of wages and salaries. Mr. Byrnes has authority to issue directives to any Federal department or agency in order to develop an over all economic policy to control inflation in the United States.

According to the new regulations, no wage or salary increases may be granted in the United States without the approval of the War Labour Board or the Treasury Department except in certain specified cases. Increases may be granted automatically in cases of individual promotions or reclassifications; individual merit increases within established salary rate ranges; operation of an established system of salary increases based on length of service; increased productivity under an incentive plan; and in the operation of an apprentice or trainee system.

Generally speaking, wages and salaries under \$5,000 come under the authority of the War Labour Board, while salaries over \$5,000 are to be administered by the Treasury.

After January 1, 1943, no private or public salary exceeding \$25,000 a year, after deduction of federal taxes and certain other allowances, may be paid unless such salary is fixed by law. It is noted that income from sources other than salaries is not affected by the order, since control of such income could be effected only by taxation, which requires an act of Congress.

U.S. Treasury officials estimated that a person would have to make more than \$67,000 a year to have \$25,000 left after tax deductions. In Canada it is estimated that an unmarried man would have to earn over \$156,000 to receive a net income of \$25,000. Unearned income would have to reach a total of almost \$470,000 to leave a net of \$25,000.

### "Little Steel" Formula Applied to Wages

In regard to wage stabilization, President Roosevelt's executive order of October 3 had declared that wages should not rise above the levels existing on September 15, except "to correct maladjustments or inequalities, to elim-

inate substandards of living, to correct gross inequities, or to aid in the effective prosecution of the war." Following a conference with the newly appointed Director of Economic Stabilization, the chairman of the War Labor Board announced that the President's order was being interpreted as an endorsement of the policies of the Board, including application of the "Little Steel" formula in wage cases.

The "Little Steel" formula arose from a decision of the Board in regard to a dispute between certain steel companies and their employees over the union's demand for wage increases. The Board granted to the 157,000 workers involved an increase proportionate to the rise in the cost of living between January 1, 1941, and May 1, 1942. Included in the decision was the declaration of a set of guiding principles to be used in evaluating future claims for wage increases, reading in part as follows:

For the period from January 1, 1941, to May, 1942, which followed a long period of relative stability, the cost of living increased by about 15 per cent. If any group of workers averaged less than a 15 per cent increase in hourly wage rates during or immediately preceding or following this period, their established peace-time standards have been broken. If any group of workers averaged a 15 per cent wage increase or more, their established peacetime standards have been preserved . . .

Those groups whose peacetime standards have been broken are entitled to have these standards re-established as a stabilization factor.

The "Little Steel" decision was made on July 16, 1942, and the formula set down therein was applied in a number of subsequent cases, in some of which increases were granted, while in others, where previous adjustments had already brought wages to a level 15 per cent above January's rates, no changes were ordered. It is now announced by the chairman of the War Labor Board that this formula will continue to be applied under the "mal-adjustments" clause of President Roosevelt's order.

A certain resemblance in principle may be seen between Canada's policy of giving a bonus to compensate for increases in the cost of living and the American "Little Steel" formula for allowing increases proportionate to the rise in the cost of living. However, in the

United States wage adjustments are made only on the basis of individual applications to the War Labor Board, no machinery having been established linking wage changes automatically with fluctuations in the cost of living index.

#### Pirating of Workers Forbidden

An order designed "to stop the pirating of workers with promises of exorbitant wages" has been issued by the U.S. War Labor Board, acting under authority of President Roosevelt's executive order.

The new order states that the hiring of an individual at a wage rate "in excess of the rate previously established in the plant for employees of similar skill and productive

ability within the classification in which the individual is employed" is a "wage increase" within the meaning of the President's stabilization order.

The order continues: "If a wage rate for a job classification has not theretofore been established by the employer for the plant involved, the rate shall be fixed at a level not exceeding that which prevails for similar classifications within the area, unless a higher rate is approved by the National War Labor Board."

The Board explained that the second clause of the order was designed especially to prevent wholesale raiding of existing war plants when a new war plant, such as a shipyard or aircraft factory, gets ready to start production.

### PROPOSALS OF BRITISH TRADES UNION CONGRESS FOR EDUCATIONAL REFORM

**T**HE Memorandum on Education containing the proposals for post-war educational reform drawn up by the General Council of the British Trades Union Congress was approved at the annual meeting of the Congress in September.

The Memorandum is a comprehensive document considering such questions as the relation of education to industry, adult education, health supervision, teacher training, administrative machinery and private and denominational schools. It gave most attention to post-primary education but declared that the Board of Education should be responsible for all stages of the educative process from nursery school to adult classes.

In this Memorandum the Trades Union Congress recommended that all types of secondary education should be governed by "a single code" with a common school-leaving age of 15, to be raised later to 16. It urged the development of schools offering several kinds of secondary education to replace the present single-type schools. It made proposals for extending technical education, providing half-time schooling in day-continuation schools for 16- to 18-year-olds and establishing residential colleges for adult education. To ensure equality of educational opportunity, the T.U.C. suggested that all fees for secondary education should be abolished and maintenance allowances provided for students. It asked that the system of granting university scholarships be revised and extended "until the principle of free and universal provision is applied to the universities themselves". Arrangements should be made to enable selected students to study abroad particularly in the Dominions and the United States. It approved of direct grants

to technical colleges, art schools and other special schools, and to voluntary play centres and nursery schools.

#### Technical Education and Apprenticeship

In advocating a wide extension of technical education and its organization on a regional rather than local basis, the T.U.C. Memorandum declared:

Industrial questions should not be allowed to determine educational policy. Let the greatest possible educational advance be secured; then let industrial practices be adapted to the new educational situation.

It proposed that industry be given a voice in determining technical education policies and recommended the appointment of local and national advisory councils representing management, labour and educational authorities. These three groups should also plan industrial training schemes. It was suggested that apprentices and trainees should be bound not to their employer but to the body responsible for the training scheme so that they could move from one employer to another for different types of training. The present position of employers allowing apprentices to go to school would be reversed and the schools would allow apprentices to go to work. The Memorandum asserted that vocational guidance, whether carried out by local education authorities or the Ministry of Labour, must be regarded as a specialized and full-time job and be co-ordinated with placement services. Special attention should be given to technical education in rural areas and better provision made for art teaching which must not be entirely directed towards industrial use. The student should be free to choose between cultural and industrial art.

### Continuation Schools

The scheme of day-continuation schools for employed young people under 18, established by the Education Acts of 1918 and 1921 but now largely inoperative, should be extended, the Memorandum declared. The present minimum attendance of two half-days a week should be gradually increased to ensure at least half-time education for all from 16 to 18 years of age. The tendency to over-emphasize technical education in continuation schools "where young people train for work instead of for life" was condemned. The function of the continuation school was to provide general education which would prepare workers to take their place as citizens in a democracy and to make intelligent use of their leisure time. Day-continuation schools should become community centres, combining educational and recreational activities.

The development of an adequate youth service with full utilization of existing voluntary organizations was recommended.

The activities of voluntary organizations in the field of adult education should also be fostered and regional consultative machinery set up to co-ordinate their work with the activities of local education authorities and universities. In addition to formal academic education for adults, a wide variety of activities on the borderline between education and intelligent recreation should be provided. More residential colleges like Ruskin College should be established for adults and short-term courses ranging from three to six months arranged. The Government was asked to give a lead to employers in granting leave of absence to workers wishing to attend these courses.

Other recommendations had to do with health services, special schools for handicapped children organized on a regional rather than a local basis, the revision of the teacher training system and the scale of teachers' salaries and the questions of private and denominational schools and religious education.

## FACTORY CONDITIONS IN GREAT BRITAIN

### Annual Report of the Chief Inspector of Factories

THE importance of the work of the British Factory Inspection Service to the war effort was stressed by the Chief Inspector of Factories in his annual report for 1941. He declared:—

We are still convinced from our experience in this and the last war that, if the maximum production is to be obtained, the general requirements of the Factories Act must be observed and that the prevention of accidents, proper ventilation, heating and other physical conditions and reasonable hours of work are essential to a continued war effort.

The report gives a clear picture of working conditions in Britain during the second full year of war. It indicates the steps taken to meet the new problems created by longer working hours, more night work, the extended employment of women and such emergency measures as rationing, the black-out and the dispersal of factories. Special reference is made to the extension of personnel and welfare work and the provision of factory canteens, and it is reported that more employers are realizing the close connection between these matters and production figures.

War conditions necessitated an increase of 47 in the inspection staff in 1941 and the appointment of thirteen Canteen Advisers. The Chief Inspector expressed satisfaction with the co-operation between the medical, electrical and engineering inspectors and the ordinary district inspectors.

### Accident Prevention

The increase over 1940 of 20 per cent in fatal accidents and 17 per cent in non-fatal accidents was considered due to the greater number of workers, particularly women and other inexperienced workers, and longer working hours. The report stated that:—

the main increase is in accidents to adult women—a sign that during this year not only did women take up a great share in the work of the making of munitions, but they also took up their share of the dangerous processes in these industries.

Accidents to women between 1938 and 1941 increased by 192 per cent compared to 42 for men and about 20 for young persons. Almost two-thirds of the increase for women occurred in the engineering and light metal trades including aircraft and machinery. Nevertheless, the report states, "there is no evidence that in general women are more prone to accidents." In fact the Inspectors reported that women, being tidier and more cautious, are usually safer workers. About 180 women suffered accidents caused by their hair catching in machinery. The Chief Inspector believed that adequate fencing of machinery was the solution to this problem and that compulsory wearing of caps was only a secondary precaution and very difficult to enforce.

Since factory accidents cause from 20,000 to 30,000 workers to be constantly off duty and mean a loss of over 50 million man-hours a month, the Chief Inspector made a strong plea for accident prevention measures. He urged that managements enlist employee co-operation by forming safety committees and suggested that the new production committees concern themselves with accident prevention. Works Safety Officers should take advantage of the training courses available for them and employers should give them a status with sufficient power to put safety measures into effect. Foremen must be made aware of their responsibility under the Factories Act to train and supervise young persons on dangerous machines. A warning was issued against short-sighted policies which might prevent the expenditure of labour and materials on guards for machinery.

### Welfare Work

Employers have had to give greater attention to personnel management and welfare supervision both inside and outside the factory but many employers still needed to be convinced of their value in terms of production.

Although the Government has power under the Emergency Regulations to compel employers to appoint welfare officers, the Chief Inspector declared that "good personnel management is not simply a matter of appointing special officers . . . but the spirit underlying it is the all-important factor." The Government had arranged three-month training courses for welfare officers to replace the peace-time two-year course. The value of welfare work in reducing absenteeism was stressed. "The best method of dealing with absenteeism," he declared, "is the prompt interviewing of the absentee by an officer of the personnel management department and, where necessary, his subsequent appearance before a committee of fellow-workers."

### Ventilation and Heating

Special ventilation problems have arisen from black-out measures, extended night work, the construction of bomb-proof rooms and the dispersal of factories to buildings not designed for industrial purposes. At first the problem was to convince those responsible of the necessity for special ventilation measures, but later the limited supply of equipment added to the difficulties. Stress was laid on the great importance of the best possible ventilation particularly for processes producing excessively high temperatures or glare. Strong condemnation of the practice of relying on air changes per hour to neutralize

the ill-effects of toxic dust and gases was voiced:—

While this method has, in the past, been accepted by this Department in a few cases, notably in some cases of the doping of aeroplanes, where the provision of localized exhaust draught could not be adopted, the general principle has never been accepted. I am quite convinced that the success of the industries of this country in combating lead poisoning and other diseases due to dust or fumes, has been, in a large measure, due to the insistence of this Department that the dangerous substances should be removed by localized exhaust draught applied at the point of origin and so designed that the dangerous substance is not allowed to enter the air of the room.

In regard to the campaign for fuel economy, the Chief Inspector warned that reduction in the heating of shops where persons are employed on fine or sedentary work would only result in a loss of output that will far outbalance the saving on fuel, quite apart from the lowering in vitality that will result in the workers concerned.

### Lighting

Good lighting is, in the words of the report, an important aid to production both indirectly—in preventing eyestrain, reducing accidents and as a general amenity of working conditions, and also directly—in speeding up the processes and avoiding spoiled work.

The Chief Inspector reported that as a result of the enforcement of the Factories (Standards of Lighting) Regulations since February 1, 1941 (LABOUR GAZETTE, June, 1942, p. 678), "both management and workers are now becoming much more alive to the handicaps of bad lighting conditions and less willing to accept them."

Already the new wartime factories and a majority of the larger factories have reached the required lighting standards despite the shortage of labour, delays in obtaining equipment and the need for maintaining production during alterations. Factories where lighting is really bad and the work is of national importance have received first consideration in the application of available resources.

Economy in the use of labour, materials and fuel should be secured by making the best use of existing equipment and by planning installations to avoid re-wiring. Re-arrangement of lighting points and the use of suitable modern reflectors can improve lighting without increasing fuel consumption. Fluorescent tube lighting was commended for its fuel economy and reduction of glare and shadows; but the cost in labour and materials of installing it must be considered. The beneficial results on production of light-coloured surroundings and of maintaining lamps and fittings in a clean and good condition were stressed.

### Health

The Chief Medical Inspector reported:—

Despite all the wartime influences which would be expected to affect adversely the health of the worker I cannot say, speaking generally, that there is any reason to think that it has been so affected . . . it would be idle to think that workers in the heavy industries would be likely to retain their normal health if long hours are worked continuously.

The maintenance of the workers' health was largely due, he considered, to the provision of nutritious and reasonably priced meals for them in factory canteens.

To overcome boredom which is a potent factor in causing mental and physical fatigue, the Inspector suggested short holidays, more canteens, music in the workroom, and stimulation of the workers' interest by showing them where their jobs fitted into the whole scheme. In regard to women the Inspector declared that there was no indication that their health was being injured by war work.

The number of women suffering injury to their female organs was not sufficient to justify a compulsory physical examination before employment. Employers were exercising commendable care in the types of work to which they assigned women. On the question of employment before childbirth, the Inspector considered that no hard and fast line could be drawn as to how long before confinement a woman should leave her employment. The nature of her work, the distance she has to travel, her general health and her personal approach to the problem must be considered. The four weeks' leave after childbirth required by law must be observed however, and women who have had children should not be employed on work that puts undue strain on the abdominal muscles.

The Inspector reported that there was no direct evidence that the health of young persons was being injured by the extended hours many were working. However, if adequate educational and recreational opportunities were provided for them it would be desirable to limit their hours to 44 a week.

Increases were reported in the number of cases of gassing, dermatitis and aniline poisoning from the handling of T.N.T., and other explosives, but the lead poisoning figures were the lowest since notification became obligatory, and anthrax cases were fewer, probably due to a reduction in the import of infected material. Twenty-nine women and twelve men contracted jaundice from handling T.N.T.

The greater number of cases among the females cannot be attributed altogether to increased susceptibility, though there is reason to think that such exists, but rather to the greater number of women exposed to risk.

The view was expressed that the control of dermatitis depended on the co-operation of

the worker and supervision of washing. Because of the detrimental effects of tuberculosis on the worker's earning capacity, a scheme for making a comprehensive survey to discover the disease in its early stages should be devised.

Progress was reported in medical supervision in factories despite the shortage of doctors and the conservatism of employers, and both workers and management had benefited. The advantages of the part-time works medical officer who can keep in touch with the clinical and social side of medicine were pointed out. It was suggested that senior medical students might be used in factories to meet the shortage of medical officers and to link medical education more closely with industry. The Inspector reported with satisfaction that it had been unnecessary to dispense with any statutory medical examinations required for certain classes of workers.

### Hours

By the beginning of 1941, the control of hours of employment of women and young persons, weakened for a brief period in the preceding year after the withdrawal from France, was again well established.

About 11,000 factories had emergency permissions to employ women and young persons over 16 at night or for more than 48 hours a week. This was an increase of about 5,000 over the previous year and indicated the extension of war industry and the gradual substitution of women and young persons for men whose hours are not regulated. The permitted hours were between 55 and 60 in less than half of these cases and the trend is towards a reduction of hours. It was pointed out that many employers secure permission for longer hours than are actually worked in order to be able to meet emergencies. Only about one-tenth of the permissions authorized shift systems which limit the hours to less than 48 although these hours, the report declared, may "in the conditions necessitated by war be regarded as the most favourable for the work-people." Unfortunately, public opinion and those who give contracts still associate reasonable hours with slackness or waste of man-power and as a result women in some factories are working nearly 60 hours and men considerably longer although the employers recognize that such hours are unremunerative and increase absenteeism. Several examples were cited of factories where a reduction of hours had increased or at least maintained production and reduced absenteeism.

Part-time work for women with domestic responsibilities was highly commended. The most popular system was one of morning and

afternoon shifts but some factories divided the day into three or four short shifts of four or five hours each. The alternate-day system was not so popular but was used if long journeys to the factory were necessary. Some part-time workers did the overtime hours after the regular workers left or assisted at canteens during the noon-hour rush.

A tendency to shorten lunch-periods and rest-breaks and to curtail the working day correspondingly was reported as a result of the establishment of canteens where the workers could get refreshments quickly and easily.

### Canteens

Over 6,500 factories had canteens by the end of 1941, although only 2,800 were established in plants with over 250 employees subject to the Canteens Order passed in 1940. About 2,500 were in smaller factories and nearly 1,000 were established at docks and building sites. Their value in terms of production and employee morale is now being recognized by more employers and workers and very little compulsion has been necessary to secure their establishment. This change in attitude can be explained by such factors as "the tightening of rationing, the increased employment of women, and especially of married women, the operation of shift-systems, the adoption of shorter meal times

to enable the worker to get home earlier, and the big scale transfer of workers to towns away from home."

Small plants, unable to establish canteens have met the problem by setting up joint canteens for several plants or securing admission to the canteen in a large factory nearby, or by using British Restaurants. The latter are useful only for day-shift workers and must be located close to the factory. Some small plants and building sites received food in insulated containers from British Restaurants.

The preliminary problems of establishing canteens such as obtaining food priorities, buildings, staff and equipment are now giving place to problems of management. Many firms appoint full-time canteen managers or leave the operation of the canteen to a firm of catering contractors. A few permit workers' committees to run them. The establishment of Works Canteen Committees was recommended to handle complaints and suggestions. It was suggested that canteen wardens be appointed to ensure smooth running and that training courses for managers be arranged.

Other sections of the report dealt with air-raid precautions and fire prevention, the provision of amenities for construction workers on remote sites and the payment of wages in the textile industry.

## Compulsory Arbitration of Disputes in War Industries in South Africa

Special provision has been made in South Africa for the settlement of labour disputes in war industries. The wartime regulations, which were gazetted on January 28, 1942, provide that if a dispute interfering with war production or essential services develops in any industry, the Minister of Labour may appoint an arbitrator, whose award shall be binding for a specified period. The arbitrator may be appointed from among the officers of the public services or members of the wage board, and may rule on any subject covered by the Industrial Conciliation Act or Wage Act, after consultation with representatives of employees and management. The Minister may, however, suspend provisions of an award in favour of the provisions of a collective agreement.

Any person who initiates or takes part in a strike or lockout during the period between the appointment of the arbitrator and the expiration of the award is subject to penalty, and so also is a person who contravenes the provisions of an award or in any way interferes with the work of an arbitrator or inspector. If an employer pays a worker less than the wage required by an award, he will

be required to pay to the proper authority the differences between the wage paid and that which should have been paid. The whole of this sum will be forwarded to the worker if he did not agree to accept less than the minimum remuneration or so agreed without knowing his rights.

Pre-war legislation relating to working conditions and the settlement of disputes was embodied mainly in two statutes of 1937, the Industrial Conciliation Act and the Wage Act, which replaced earlier statutes on the same subjects. In industries in which employers and workers were organized, encouragement was given to the parties concerned to determine working conditions by collective agreements and to settle disputes through joint industrial councils. In unorganized industries, wages and other conditions could be regulated by orders under the Wage Act and conciliation boards could be established to settle disputes. Arbitration could be resorted to at the request of the parties concerned but was not compulsory except in connection with disputes in certain public utilities (*LABOUR GAZETTE*, 1938, p. 755).

## WAR EMERGENCY TRAINING PROGRAM

### Statistical Summary for October, 1942

**A**T the end of October, 1942, War Emergency Training had completed two and a half years of operation. Since April 1, 1940, the gross enrolment in the program has been over 110,000 industrial workers; 29,616 tradesmen for the R.C.A.F.; 26,799 tradesmen for the Army and Navy. During the year 1942 the facilities of the program have been utilized by the Air Force to a greatly increased extent.

The character of the training given for industry has materially altered since October of 1941. At that time the enrolment in full-time pre-employment classes was 3,727 men and about 400 women. On October 31, 1942, the enrolment in these classes was 2,723 men and 1,672 women. The available supply of male trainees has been very much reduced and women are being relied on more and more to furnish the majority of the trainees in the various schools. The alterations in the age groups to be called for compulsory military service have also narrowed the field of potential trainees, as the program accepts for training only those in the compulsory age groups who have been rejected for medical reasons.

The reduction in the training period is particularly evident in regard to women, where the majority of the training courses last from two to six weeks. Inevitably, this type of training produces people who can only perform one job and are lacking in a wider range of skill. From the point of view of normal vocational training this is highly undesirable, but the emergent need for workers has left no alternative.

There has, however, been considerable expansion in the variety of training opportunities given. In addition to the basic types of training, there are classes for tool room improvers, industrial chemists, instrument makers, radio and electrical assemblers, laboratory technicians, draftsmen and mechanical drawing, inspectors, and time study. Training is also given in a variety of shipyard occupations, such as welders and burners, rivetting gangs, coppersmiths and pipe fitters, marine electricians, ships platers, shipwrights, etc.

#### Training of Women

Training is afforded women in an increasing variety of occupations and their subsequent employment in industry has proven extremely satisfactory. The following courses are attended by women: machine operators, bench fitters, assemblers, radio and electric work, inspectors, welding (arc and acetylene) aircraft sheet metal, aircraft wood working, aircraft fabric and doping, instrument making, industrial chemistry, drafting and drawing

and laboratory technicians. Just recently the Pacific Coast women have been enrolled for training in the shipyards as welders, burners and ship platers.

#### Training in Industry

When it became apparent that the source of supply of trainees for full-time pre-employment classes was becoming dried up, attention was given to expanding the training given for employed persons in industry, both by means of part-time classes and plant schools. There has been a remarkable increase in the former. On October 31, 1941, there was an enrolment of 549 employed persons in these part-time classes. On October 31, 1942, this enrolment was 4,217. This type of training is particularly valuable in assisting the promoting and up-grading of men and women from one occupation to another. It gives a chance to the most adaptable and ambitious workers to obtain a broader basis of skill and, if put into practice by industry on a sufficiently wide scale, will afford an excellent corrective to the highly specialized and narrow types of training which have to be given in the pre-employment schools. Up to the present, the majority of training given in these part-time classes is of a technical nature (including theory rather than practice) and is now carried on in a classroom rather than a shop. Blueprint reading, the use of micrometers, verniers and precision instruments are among the subjects covered. The ship-building industry on the Pacific Coast particularly, has made extensive use of these part-time classes conducted on off-shift hours and attended by workers at present employed in the various yards. Instruction is given either by skilled personnel supplied by the yards, or by teachers supplied by War Emergency Training. For each trade in which training is given there is a trade committee composed of representatives of the yards and the unions. This committee outlines the syllabus of training, passes on the instructors, helps select the applicants and advises on the equipment necessary. Training is afforded in about a dozen different occupations pertaining to shipyard work.

The number of full-time plant schools in operation in industry continues to grow. Over fifty have now been approved and are being carried on by industry in co-operation with the War Emergency Training.

#### Training for Supervisors

A start was made during November on a new phase of supervision training under the title Job Relations Training. (See page 1238).

The following tables show in detailed form the statistics covering supervision training for the month of October.

**WAR EMERGENCY TRAINING PROGRAM  
TABLE I—INDUSTRIAL TRAINING IN VOCATIONAL SCHOOLS DURING MONTH OF OCTOBER, 1942, WITH TOTALS FROM APRIL 1, 1942 TO**

(Subject to Revision)

TABLE 1.—INDUSTRIAL TRAINING IN VOCATIONAL SCHOOLS DURING MONTH OF OCTOBER, 1942, WITH TOTALS FROM APRIL 1, 1942 TO OCTOBER 31, 1942  
(Subject to Revision)

	PLACEMENTS, ENLISTMENTS AND WITHDRAWALS FROM PRE-EMPLOYMENT AND REHABILITATION CLASSES									
	NUMBERS IN TRAINING				Enlisted				Completed Training but not Reported Placed	
	From April 1/42 to Oct. 31/42	At First of Oct.	Enrolled in Oct.	At End of Oct.	From April 1/42 to Oct. 31/42	In Oct.	From April 1/42 to Oct. 31/42	In Oct.	From April 1/42 to Oct. 31/42	In Oct.
<b>ONTARIO</b>										
Pre-Employment Classes	men.....	7,355	1,304	605	1,260	4,963	534	94	12	11
	women.....	7,697	796	747	845	6,312	579	1	40	33
Part-Time Classes (1)	men.....	3,945	612	1,509	1,945	.....	.....	.....	.....	.....
	women.....	1,262	473	323	668	.....	.....	.....	.....	.....
Rehabilitation Classes—men.....	114	22	16	24	70	14	.....	.....	3	15
Total.....	20,373	3,207	3,205	4,742	11,345	1,127	95	14	55	44
<b>MANITOBA</b>										
Pre-Employment Classes	men.....	585	142	56	136	322	25	2	.....	.....
	women.....	51	30	1	23	13	4	2	.....	.....
Part-Time Classes (1)	men.....	3	1	1	2	.....	.....	.....	.....	.....
	women.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Rehabilitation Classes—men.....	114	7	15	18	63	2	4	2	4	2
Total.....	753	180	73	179	398	31	8	2	67	29
<b>SASKATCHEWAN</b>										
Pre-Employment Classes	men.....	340	11	2	277	6	8	.....	10	3
	women.....	581	168	125	165	366	119	4	6	3
Part-Time Classes (1)	men.....	72	8	4	9	60	3	.....	3	41
	women.....	.....	.....	.....	.....	.....	.....	.....	3	6
Rehabilitation Classes—men.....	933	187	129	176	703	128	12	.....	2	32
Total.....	1,094	153	70	152	525	55	39	.....	18	6
<b>ALBERTA</b>										
Pre-Employment Classes	men.....	615	39	14	34	321	11	34	.....	89
	women.....	369	94	43	94	155	38	3	.....	38
Part-Time Classes (1)	men.....	110	20	13	24	49	6	2	2	2
	women.....	.....	.....	.....	.....	.....	.....	.....	2	32
Rehabilitation Classes—men.....	.....	.....	.....	.....	.....	.....	.....	.....	1	2
Total.....	7,255	1,949	916	1,756	2,006	420	3	1	23	5
<b>BRITISH COLUMBIA</b>										
Pre-Employment Classes	men.....	938	118	57	106	701	58	1	19	5
	women.....	2,039	357	288	258	1,276	361	2	1	1
Part-Time Classes (1)	men.....	3,985	1,410	433	1,192	.....	.....	.....	.....	.....
	women.....	228	54	126	179	.....	.....	.....	.....	.....
Rehabilitation Classes—men.....	65	10	12	21	29	1	.....	.....	3	8
Total.....	7,255	1,949	916	1,756	2,006	420	3	1	23	5

(1) Trainees in Part-time Classes consist largely of employed persons who are being given training at the request of employers in war production who wish to use them.

(2) Includes those enrollees who, though not in training, are receiving vocational instruction in war production or are awaiting placement in war production.

## WAR EMERGENCY TRAINING PROGRAM

TABLE 2.—TRAINING GIVEN IN VOCATIONAL SCHOOLS TO MEMBERS OF THE ARMED FORCES  
DURING THE MONTH OF OCTOBER, 1942, WITH TOTALS FROM APRIL 1, 1942, TO  
OCTOBER 31, 1942

(Subject to Revision)

	NUMBERS IN TRAINING				COMPLETED TRAINING	
	From April 1/42 to Oct. 31/42	At First of Oct.	Enrolled in Oct.	At End of Oct.	From April 1/42 to Oct. 31/42	In Oct.
<b>DOMINION SUMMARY</b>						
R.C.A.F. Classes.....	15,993	5,415	2,048	5,908	9,140	1,461
Army Classes.....	8,141	2,283	801	2,072	5,122	854
Navy Classes.....	2,244	943	160	954	1,226	141
Totals.....	26,378	8,641	3,009	8,934	15,488	2,456
<b>NOVA SCOTIA</b>						
R.C.A.F. Classes.....	228	73	20	60	149	30
Army Classes.....	566	176	79	195	334	52
Totals.....	794	249	99	255	483	82
<b>NEW BRUNSWICK</b>						
R.C.A.F. Classes.....	646	228	31	171	386	87
Army Classes.....	722	193	51	188	492	46
Navy Classes.....	1	1	1	1	1	1
Totals.....	1,369	422	82	369	879	134
<b>QUEBEC</b>						
R.C.A.F. Classes.....	1,963	639	295	748	1,085	162
Army Classes.....	1,241	366	124	258	917	225
Navy Classes.....	93	45	2	39	28	4
Totals.....	3,297	1,050	421	1,045	2,030	391
<b>ONTARIO</b>						
R.C.A.F. Classes.....	5,780	2,141	704	2,309	3,227	618
Army Classes.....	2,373	602	240	639	1,428	155
Navy Classes.....	1,896	677	168	695	1,175	136
Totals.....	10,049	3,420	1,192	3,643	5,830	909
<b>MANITOBA</b>						
R.C.A.F. Classes.....	1,845	426	135	435	862	114
Army Classes.....	432	184	8	127	295	61
Totals.....	1,777	610	143	562	1,157	175
<b>SASKATCHEWAN</b>						
R.C.A.F. Classes.....	2,196	660	279	707	1,352	227
Army Classes.....	475	204	20	125	350	99
Totals.....	2,671	864	299	832	1,702	326
<b>ALBERTA</b>						
R.C.A.F. Classes.....	1,887	646	227	744	982	122
Army Classes.....	706	158	73	169	377	23
Navy Classes.....	254	220	...	220	22	...
Totals.....	2,847	1,024	300	1,133	1,381	145
<b>BRITISH COLUMBIA</b>						
R.C.A.F. Classes.....	1,948	602	267	734	1,097	101
Army Classes.....	1,626	400	206	361	929	193
Totals.....	3,574	1,002	473	1,095	2,026	294

TABLE 3.—TRAINING IN INDUSTRY DURING MONTH OF OCTOBER WITH TOTALS FROM APRIL 1, 1942, TO OCTOBER 31, 1942  
 WAR EMERGENCY TRAINING PROGRAM  
 (Subject to Revision)

		NUMBERS WHOSE TRAINING COMPLETED, INTERRUPTED OR DISCONTINUED											
		Numbers in Training			Completed Training			Transferred to Production before Training finished		Enlisted		Quit or Released from Company before Training finished	
		From April 1/42 to Oct. 31/42	At First of October	Enrolled in October	At end of October	From April 1/42 to Oct. 31/42	In October	From April 1/42 to Oct. 31/42	In October	From April 1/42 to Oct. 31/42	In October	From April 1/42 to Oct. 31/42	In October
<b>DOMINION SUMMARY</b>													
Plant Schools.....	{men Women}	3,150	753	415	860	1,729	238	32	28	51	1	469	32
Part-time Classes.....	{Men Women}	2,108	508	473	668	1,199	290	78	53	1	1	262	75
Total.....		1,726	377	251	327	1,201	289	72	72	9	1	162	7
<b>NOVA SCOTIA</b>													
Part-time Classes.....	{men Women}	208	77	6	66	106	15	.....	.....	8	.....	.....	23
Total.....		208	77	5	66	106	15	.....	.....	8	.....	.....	1
<b>NEW BRUNSWICK</b>													
Plant Schools.....	{men Women}	85	23	10	21	63	12	1	.....	.....	8	.....	28
Total.....		85	23	10	21	63	12	1	.....	.....	8	.....	1
<b>QUEBEC</b>													
Plant Schools.....	{men Women}	95	4	9	10	58	2	1	.....	1	.....	25	1
Part-time Classes.....	{men Women}	96	35	35	19	55	34	72	72	1	.....	19	17
Total.....		143	76	.....	.....	.....	.....	.....	.....	45	45	45	4
		334	115	44	29	116	36	73	72	2	.....	92	22

		ONTARIO													
		men	women	men	women	men	women	men	women	men	women	men	women	men	women
Plant Schools.....		2,970	726	396	829	1,608	224	30	28	50	1	444	31	175	34
Part-time Classes.....		1,786	407	376	503	1,109	242	7	3	1	1	39	34	175	34
Total.....		6,114	1,393	1,031	1,597	3,762	720	37	31	51	2	658	65	339	65
		MANITOBA													
Plant Schools.....		226	66	68	46	41	14	71	50	68	24	68	24	68	24
Total.....		226	66	68	46	41	14	71	50	68	24	68	24	68	24
		BRITISH COLUMBIA													
Part-time Classes.....		390	32	16	72	338	41	41	41	47	2	47	2	47	2
Total.....		390	32	16	72	338	41	41	41	47	2	47	2	47	2

TABLE 4—TRAINING IN SCHOOLS, AGE AND SEX CLASSIFICATION OF NEW TRAINEES IN PRE-EMPLOYMENT INDUSTRIAL CLASSES FROM APRIL 1, 1942, TO OCTOBER 31, 1942  
(Subject to Revision)

	Age 16 to 19				Age 20 to 29				Age 30 to 39				Age 40 to 49				Age 50 and over				Totals		Grand Totals New Trainees
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women			
Nova Scotia.....	29	3	108	9	99	4	19	.....	.....	.....	6	.....	261	16	277	.....	.....	.....	.....	239	30	269	
New Brunswick.....	111	12	68	17	33	1	24	.....	.....	.....	3	.....	40	1	3,587	1	3,587	1	41	5,448	6,651	4,202	
Quebec.....	2,063	117	710	281	500	110	244	46	46	491	447	41	5,448	6,651	12,099	463	463	51	274	638	912	514	
Ontario.....	2,757	2	2,257	91	2,670	845	1,192	612	42	3	15	23	1	274	1	274	1	279	327	606	2,516		
Manitoba.....	242	6	235	94	26	73	16	42	32	36	21	23	1	274	1	274	1	279	327	606	2,516		
Saskatchewan.....	39	29	84	249	77	46	2	33	14	14	1	72	1	680	1	680	1	680	1,836	2,516	2,516		
British Columbia.....	179	703	121	1,006	164	126	144	1	1	564	639	44	11,231	10,164	21,395	44	44	44	44	44	44	21,395	
Totals.....	5,540	3,422	2,033	4,587	1,852	1,547	1,167	564	639	44	11,231	10,164	44	11,231	10,164	21,395	44	44	44	44	44	44	21,395

TABLE 5.—TRAINING IN SCHOOLS—AGE CLASSIFICATION OF VETERANS OF 1914-18 WAR AND DISCHARGED SOLDIERS OF PRESENT WAR ENROLLED IN PRE-EMPLOYMENT INDUSTRIAL CLASSES FROM APRIL 1, 1942, TO OCTOBER 31, 1942, AND IN THE MONTH OF OCTOBER, 1942

(Subject to Revision)

	Age 16 to 19			Age 20 to 29			Age 30 to 39			Age 40 to 49			Age 50 and over			Totals	
	From April 1/42 to Oct. 31 1942		In October	From April 1/42 to Oct. 31 1942		In October	From April 1/42 to Oct. 31 1942		In October	From April 1/42 to Oct. 31 1942		In October	From April 1/42 to Oct. 31 1942		In October	From April 1/42 to Oct. 31 1942	In October
Nova Scotia.....	1	.....		25	5		11	5		7	.....		1	.....		45	10
New Brunswick.....	7	1		41	5		5	1		5	.....		1	1		59	8
Quebec.....	8	.....		132	15		30	3		12	1		2	.....		184	19
Ontario.....	42	.....		38	2		7	.....		33	.....		29	1		111	3
Manitoba.....	3	.....		9	1		11	.....		16	.....		5	1		44	2
Saskatchewan.....	5	.....		29	3		13	1		12	1		8	1		67	6
Alberta.....	1	.....		16	.....		3	.....		19	.....		11	.....		50	.....
British Columbia.....	1	1		18	1		5	.....		51	1		38	5		113	8
Totals.....	30	2		308	32		85	10		155	3		95	9		673	56

## LIGHTING IN AUSTRALIAN FACTORIES

ON July 8, 1942, compulsory standards of industrial lighting were introduced in Australia by the National Security (Industrial Lighting) Regulations on the recommendation of various engineering societies and the Electrical Advisory Panel of the Ministry of Munitions to meet the wartime increase in night work and the need for improving working conditions to achieve maximum production. Factories (Standards of Lighting) Regulations were issued in Britain on February 1, 1941 (LABOUR GAZETTE, June, 1942, p. 678).

The regulations declare that all new lighting installations, alterations or extensions in any factory or plant in Australia must conform to the standards set forth in a schedule to the Order. Moreover the Minister of Labour and National Service may issue orders prescribing particular lighting standards for specified establishments. The Minister also has power to exempt indefinitely or for a limited time any owner or occupier of any premises from the standards in the schedule or in any order issued by him.

An owner or occupier who violates these regulations or orders under them may be prosecuted or his premises may be ordered closed by the Minister until his lighting equipment is brought into conformity with the stipulated standards. Both penalties may be imposed.

The standards in the schedule prescribe the number of foot-candles of illumination required for each type of industrial operation. At least 50 foot-candles are required for very fine

work such as accurate precision work, fine engraving and tasks calling for rapid discrimination and response; 25 to 50 foot-candles for operations such as drawing, sewing on dark goods, and discrimination and inspection of fine details of low contrast; 15 to 25 foot-candles for fine machine work, fine assembling and sewing on light goods; 10 to 15 foot-candles for detailed office work, reading and ordinary bench work; 5 to 10 foot-candles for intermittent office work, large assembly work, packing and storing; and 2 to 5 foot-candles for lighting passages, stairways and spaces outside working areas.

Standards regarding the quality of the illumination are also laid down. They are designed to prevent glare, shadows and eye-strain and prescribe the types of reflectors or diffusing fittings to be used, and the maximum intensity permitted for lamps at different heights. The provision of ample contrast between the work and its immediate background by the use of differing colours or degrees of lighting is required.

The Industrial Welfare Division of the Australian Department of Labour and National Service has issued a pamphlet explaining and illustrating the regulations. It states that essential factories with the most pressing needs will have first call on the available electrical equipment, and installations already close to standard or in little-used sections or in premises not operating at night will be exempt from the Order to conserve labour and materials in the electrical industry.

## Immigration to Canada, April-September, 1942

A decrease of 15·0 per cent in immigration to Canada is recorded in the statistical bulletin issued by the Immigration Branch of the Department of Mines and Resources for the six months' period of the fiscal year ending September 30, 1942. During this time 4,374 persons entered the Dominion compared with 5,145 in the same period a year ago.

With the exception of the number of persons entering Canada from the British Isles, in which there was an increase of .7 per cent, decreases were recorded in all classifications, the largest being that of 50·9 per cent in the group "other races", followed by percentages of 25·7 and 19·0 respectively in the groups "Northern European races", and "United States."

Of the total, 4,374, those coming from the British Isles numbered 1,268, those from the United States, 2,979, Northern European races, 75, and "other races," 52. Adult males entering Canada totalled 1,340; adult females, 1,981, and children under eighteen, 1,053.

Occupationally, 109 males, 46 females, and 52 children were listed in the farming class; the labouring class comprised 119 males, 43 females, and 40 children; mechanics, 292 males, 92 females, and 70 children; trading class, 145 males, 161 females, and 51 children; mining class, 15 males, 6 females, and 3 children; female domestic servants, eighteen years and over, 230; under eighteen years, 25; "other classes", 660 males, 1,403 females, and 812 children.

## RECENT REGULATIONS UNDER DOMINION AND PROVINCIAL LEGISLATION

**Curtailment of Civilian Industry—National War Services Regulations—Pensions Schemes—Cost-of-Living Bonus—Labour Exit Permits—Farm Labour—Pilotage Rates—Minimum Wages in British Columbia—Alberta Teachers' Pensions—Workers' Health in Manitoba—Quebec Workmen's Compensation—New Brunswick Civil Service**

THE Wartime Prices and Trade Board has issued a statement of policy and its first Order regarding the curtailment of civilian industry to release man-power for war industry and the Armed Forces. A new consolidation of the National War Services Regulations under which men are called up for military service has been published, and an amendment in the Regulations reduces the lower age limit for call-up from 20 to 19. Steps have been taken to co-ordinate the various pension and compensation schemes administered by the Government. Because the cost-of-living index has not changed by one point in the last three months, the National War Labour Board has announced that no further adjustment of cost-of-living bonuses will be made until February 15, 1943. Control over persons emigrating in search of employment

has been established by an Order in Council requiring all persons over 16 except certain designated groups to secure Labour Exit Permits before leaving the country. Several Orders in Council have been passed to meet the shortage of farm labour in various places. War conditions have necessitated a further revision of British Columbia Pilotage District rates.

In the provincial field, British Columbia has issued six minimum wage Orders, and Alberta has amended its teachers' pension regulations. Manitoba has provided for medical examinations for certain classes of workers and Quebec has made an addition to its schedule of compensable industrial diseases. In New Brunswick the Civil Service regulations were amended.

### Dominion

#### Release of Man-power from Civilian Industries

As part of its general man-power policy the Government has directed the Wartime Prices and Trade Board to exercise the powers granted to it under the War Measures Act by P.C. 8528, November 1, 1941 (LABOUR GAZETTE, 1941, p. 1370), to curtail non-essential trades and industries so that as many as possible of the workers engaged in them may be transferred to more important work. On October 21 the Board issued a statement of its policy in this regard. The methods used will include restrictions on power, raw materials, production, distribution and labour. As a first step, obviously non-essential lines of merchandise will be eliminated and other lines will be standardized. Later, total production will be curtailed and in some industries production will be concentrated in a few plants. The actual transfer of labour will be under the jurisdiction of the Director of National Selective Service.

The first measure passed by the Board in carrying out this policy was Order 184, September 8, which came into effect on November 2. It requires permits to be obtained for the establishment of new businesses, the transfer of existing businesses or

the production or distribution of new classes of goods or services.

Further details of the curtailment policy will be found in the regular articles on Price Control in the LABOUR GAZETTE.

#### National War Services Regulations

On September 16 a new consolidation (P.C. 8343) of the National War Services Regulations, 1940 (Recruits) was issued under the National Resources Mobilization Act and the War Measures Act. These regulations provide for the calling-up of men for compulsory military service. An amendment of September 30 (P.C. 8918), reduced the lower age limit for liability to service from 20 to 19.

#### Co-ordination of Compensation, Pension and Superannuation Schemes

Under an Order in Council of October 7 (P.C. 162/9150) passed under the War Measures Act and the Department of Finance and Treasury Board Act provision is made for consideration and control of all present and future pension and compensation schemes under Dominion legislation by the Treasury Board assisted by an advisory committee so

that overlapping and anomalies may be eliminated.

Pension and compensation schemes at present in effect which are covered by the Order include: (1) "war pension schemes" such as pensions paid to disabled members of the Forces or their dependents, workmen's compensation paid to employees of Government-controlled war plants and other wartime agencies, etc.; (2) "war compensation schemes" under which merchant seamen and salt-water fishermen receive compensation for loss of effects due to enemy action, loss of remuneration due to internment in a foreign country, etc.; (3) "general schemes" which were in effect before the war and under which superannuation, workmen's compensation and other benefits are paid to Government employees.

All proposals for the extension or amendment of existing schemes or for the establishment of new schemes must now be submitted with all necessary information to the Treasury Board which will submit them to Council. The Board will be assisted by a Pension Advisory Committee, consisting of representatives of the Canadian Pension Commission, the Treasury Board, and the departments of Pensions and National Health; Transport (Government Employees Compensation Branch), External Affairs and Finance, together with *ad hoc* members from any Department interested in a particular scheme. The Committee will review and consolidate existing "war pension schemes" and will review any other scheme referred to it by the Board except matters relating directly to the Pension Act.

#### **Cost-of-Living Bonuses**

The General Order regarding adjustment of cost-of-living bonuses, issued quarterly by the National War Labour Board under P.C. 5963 (*LABOUR GAZETTE*, July, 1942, p. 778), was gazetted November 7. It stated that since the cost-of-living index had not changed by a whole point between July 2 and October 1, no adjustments in cost-of-living bonuses could be made between November 15, 1942, and February 15, 1943, unless specially authorized by a War Labour Board on the application of employers or workers. The bonuses were last adjusted in accordance with the Board's Order of August 4, 1942 (*LABOUR GAZETTE*, August, 1942, p. 904).

#### **Labour Exit Permit Order**

This Order (P.C. 9011) was passed under the War Measures Act on October 1, and came into effect on October 20, its purpose being "to conserve Canadian man-power by establishing control over persons desiring to leave Canada for other countries in search of employment". It applies to all persons in

the country over 16 except Government officials, aliens proceeding to their native country, artists, athletes, trade union officials, etc., who leave the country temporarily in pursuit of their calling, merchant seamen, wives accompanying their husbands and farm labourers going to the United States for seasonal work under special arrangements. No person to whom the Order applies may leave the country without a Labour Exit Permit issued by the appropriate National Selective Service Officer. Permits may be made valid for a definite or indefinite period, but if for the former they may be renewed. If endorsed with the words "The right to cancel this permit is reserved," they may be cancelled at any time.

#### **Farm Labour**

Because of the shortage of workers available to harvest the grain crop in Saskatchewan, a special Order in Council was passed on October 21 (P.C. 27/9591), under the War Measures and the War Appropriations Acts authorizing the Minister of Labour to pay the cost of transportation to and from Saskatchewan of persons ordinarily engaged in agriculture, retired farmers and students who were recruited in other Provinces.

During the past year a number of measures have been passed to relieve the general shortage of farm labour. Under the National Selective Service Regulations (*LABOUR GAZETTE*, September, 1942, p. 1021), persons employed wholly or mainly in agriculture may not enter other employment without permission, while under the National War Services Regulations the compulsory military training of such persons may be postponed. In addition the Dominion has entered into agreements with several of the Provinces under which it defrays half the cost, except for normal administration, of projects undertaken by the Provinces for increasing the supply of farm labour. An agreement with Ontario was concluded in 1941 under authority of P.C. 27/3191, May 6, and it was renewed under P.C. 3903, May 11, 1942. Several other Provinces have since taken advantage of an offer made by the Dominion to conclude similar agreements. The Dominion's entry into these agreements was authorized by the following Orders in Council under the War Measures and the War Appropriations Acts: P.C. 37/7359, August 19 (Manitoba and Saskatchewan), P.C. 40/7829, September 1 (British Columbia), P.C. 7871, September 3 (Alberta), and P.C. 46/9150, October 7 (Nova Scotia).

#### **British Columbia Pilotage Rates**

To meet war conditions, further adjustments in the pilotage rates for the British Columbia Pilotage District have been made by an Order in Council under the War Measures Act

gazetted October 31. The new rates which are effective from March 1, 1942, for the duration of the war, have been agreed upon after consultation between representatives of the United States Army Transport Service and the Superintendent of Pilots at Vancouver. Earlier adjustments in the rates for this District were made in May and December, 1941 (LABOUR GAZETTE, 1941, p. 958; March, 1942, p. 307).

A rate of \$25 per pilot per day from the time of departure from a base to the time of return to it plus reasonable subsistence and

travelling expenses has been set for pilotage duties in connection with war services not covered by the existing scale of rates laid down in By-law 5 of the District (LABOUR GAZETTE, 1929, p. 890). A charge of one cent per net registered ton and \$1.25 per foot draught is to be levied on vessels entering or leaving Prince Rupert and embarking or disembarking a pilot at Georgia Rock. Both these rates are subject to the 25 per cent surcharge authorized last December on all pilotage rates in the District.

## Provincial

### Alberta Teachers' Retirement Fund Act

The regulations regarding payment of pension contributions by persons temporarily not engaged in teaching (LABOUR GAZETTE, 1941, p. 958) have been amended by an Order in Council gazetted October 31. Formerly only persons on leave of absence without pay or those who had enlisted in the Armed Forces of Canada or its Allies during a war were permitted to continue or make up their pension contributions during their absence. Now this privilege has been extended to persons absent for not more than five years through illness or any other circumstance beyond their control, to those attending university or serving as Members of Parliament or of the Provincial Legislature and to those employed as Provincial Civil Servants in duties relating to education or as teachers in any institution under the Alberta Department of Education, the University of Alberta or its affiliates.

### British Columbia Male and Female Minimum Wage Acts

Under the Female Minimum Wage Act five Orders have been issued. Two Orders set minimum rates for the first time for women bus-drivers and for workers in shingle mills, two replace earlier Orders governing the manufacturing and fruit and vegetable industries; and one varies the Order applying to the hotel and catering industry. The fruit and vegetable Order under the Male Minimum Wage Act has also been replaced by a new Order.

Order 25 (1942) governing women workers in all manufacturing operations not covered by other Orders of the Board of Industrial Relations was gazetted October 22 and is effective November 2. It does not apply to fish canning, to apprentices indentured under the Apprenticeship Act or to handicapped and part-time workers whose employment at rates below the minimum has been permitted by the Board. It replaces Order 25 passed in 1935 (LABOUR GAZETTE, 1935, p. 635).

The basic minimum rates for experienced employees of \$14 for a 48-hour week or 29½

cents an hour have not been changed. The length of the learning period has been drastically reduced in some cases and been made uniform for all classes of factories. Formerly it varied from six to 18 months. The beginner's rate in all cases is \$8 rising by \$2 every two months to the \$14 minimum. Corresponding hourly rates for learners are 16½ cents for the first two months, 20½ cents for the next two, and 25 cents for the final two months. Under the Act not more than one-seventh of the employees over 18 in an undertaking may be paid learners' rates and they must hold a special licence authorizing their employment at these rates. The Order also stipulates that workers are to be paid regular rates for waiting time. Employers must pay their workers at least semi-monthly in accordance with the British Columbia Semi-Monthly Payment of Wages Act, and may not permit them to work more than the eight-hour day and 48-hour week specified in the provincial Hours of Work Act unless they have been granted permission to do so under the Factories Act or under the Female Minimum Wage Act where the Factories Act does not apply.

Order 46 (1942) and Order 47 (1942) gazetted September 24 and effective September 28 govern male and female workers engaged in canning, preserving, drying or packing any kind of fruit or vegetable and replace Orders 46 and 47 of July 2, 1937 (LABOUR GAZETTE, 1937, p. 869). The minimum rates remain unchanged but the overtime provisions have been altered and semi-monthly payment of wages is now required. Under both Orders workers must be paid for at least three hours in a day. Under Order 47 (1942) at least 85 per cent of the male employees in a plant must be paid a minimum of 38 cents an hour for all hours up to 10 a day. The other 15 per cent, including handicapped workers employed under a permit from the Board of Industrial Relations, may not be paid less than 28 cents an hour for the first 10 hours. Under the previous Order, the lower rate could only be paid to male

workers under 21 but not more than 15 per cent of the total male employees could be employed at the lower rate.

Order 46 (1942) stipulates that at least 90 per cent of the women workers in the fruit and vegetable industry are to be paid a minimum hourly rate of 30 cents for all hours up to 10 a day. The remaining 10 per cent, including handicapped workers employed under licence may not be paid less than 25 cents an hour for the first 10 hours a day. Both Orders 46 and 47 require employers to pay one and a half times the worker's regular rate for all hours over 10 and up to 12, and double the regular rate for all hours over 12 in a day. The earlier Orders only required one and a half times or double the minimum rates. As before, workers are to be given at least an hour's rest after not more than five consecutive hours of work unless 75 per cent sign a petition requesting a shorter rest period. In such a case, the employer may with the Board's approval grant the petition provided he does not reduce the rest period below a half-hour.

The usual winter season Order, No. 52L varying for resort hotels in unorganized territory the maximum hours' and overtime provisions of Order 52 applying to the hotel and catering industry (*LABOUR GAZETTE*, 1938, pp. 291, 622) was gazetted October 22 and is effective from that date until June 12, 1943. It is identical with Order 52J issued last fall (*LABOUR GAZETTE*, 1941, p. 1269). It differs from the summer season Order (*LABOUR GAZETTE*, July, 1942, p. 797) by reducing the maximum weekly hours permitted from 56 to 54 and requiring employers to pay a minimum of 37½ cents an hour for all hours over eight a day and 48 a week instead of time and a half. Moreover the winter Order permits employers to hire their workers under an approved "alternative arrangement" by which the employees are paid a fixed monthly wage of at least \$25 plus board and lodging rather than the weekly rates imposed by Order 52. There is no such provision in the summer Order. Both require a 24-hour rest period in each calendar week unless some other arrangement has been approved by the Board.

Order 76, gazetted September 24 and effective September 28 establishes the same minimum wages for women bus-drivers in Vancouver and its environs as were prescribed for men by Order 70 (*LABOUR GAZETTE*, 1940, pp. 343, 690). The rates are 55 cents an hour for those working less than 40 hours a week and 50 cents for those working more. Women, however, are forbidden to work more than eight hours a day and 48 a week unless specifically authorized by the Board, whereas men are to be paid 75 cents an hour for all

hours in excess of nine a day or 50 a week. Both Orders have the provision forbidding deductions for uniforms except on such terms regarding cost as are approved by the Board. Both also require payment for waiting time and semi-monthly payment of wages but these clauses are not identical as to detail. Women bus-drivers must be granted a 24-hour rest period in each week.

An earlier Order established the same minimum wages for women as were fixed for men in the road transport industry excluding passenger transport (*LABOUR GAZETTE*, 1941, p. 1110).

Order 77, gazetted October 22 and effective November 2, 1942, establishes a minimum rate of 40 cents an hour for all women engaged in the manufacture of shingles and also sets minimum rates for piece-work. These rates are identical with those prescribed for men under Order 62 (1941) (*LABOUR GAZETTE*, 1941, p. 959). The Order applying to women has two clauses not in the one for men. The first forbids them to be employed for more than eight hours a day and 48 hours a week unless permission has been granted under the Factories Act or under the Female Minimum Wage Act. The second requires employers to pay to them at least semi-monthly all wages due up to eight days before payment. This latter clause appears merely to reproduce the provision of the Semi-Monthly Payment of Wages Act, 1939, which applies to mining, manufacturing, construction and fishing.

#### **Manitoba Public Health Act**

By an amendment gazetted October 10 to the public health regulations, the Minister of Health and Public Welfare at the request of a medical officer of health may order the periodic physical examination of persons whose occupation is such that they would constitute a danger to public health if they were infected with any communicable disease. The Minister may also order periodic medical examinations for employees in any industry where they may be exposed to some unusual industrial hazard.

#### **New Brunswick Civil Service Regulations**

New Brunswick has amended its regulations issued under the Audit Act in regard to annual holidays with pay, sick leave and retiring leave for Provincial Civil Servants.

#### **Quebec Workmen's Compensation Act**

The Quebec Workmen's Compensation Commission by a regulation gazetted October 10 has added "inflammation of the synovial lining of the wrist joint and tendon sheaths" to the schedule of industrial diseases for which compensation is payable.

## ACTIVITIES OF UNEMPLOYMENT INSURANCE COMMISSION

**Fourth Meeting of National Employment Committee—Former Provincial Employees Brought under Dominion Superannuation Scheme—Insurance Registration as at November 1—Unemployment Insurance Fund—Claims for Benefit—Quarterly Report of Employment and Selective Service Offices—Report of Employment and Selective Service Offices for September—Employment Conditions at End of October.**

THE National Employment Committee, appointed under the Unemployment Insurance Act as an advisory body to the Commission, held its fourth meeting on Monday, November 2nd.

Commissioner R. J. Tallon, acting chairman of the committee, presided, and members present were: Mrs. C. H. Thorburn, O.B.E., Ottawa; Mrs. Florence Martel, Montreal, and Messrs. A. R. Mosher, Ottawa; E. R. Complin, Montreal, and J. C. G. Herwig, Ottawa. In addition to the members of the committee, Dr. Alton Peebles, executive director, Unemployment Insurance Commission, and Major A. M. Wright, director of rehabilitation, Department of Pensions and National Health, attended.

The committee gave consideration to, and finally approved, with some changes, the draft of a circular letter outlining the functions and procedures of the National Employment Committee, Regional Employment Advisory Committees and the Local Employment Advisory Committees. This circular, which will be sent out to the various committees as soon as possible, will form the basis for their future activities. It was the consensus of opinion at the meeting that the local, regional and national committees, which are advisory bodies on national selective service matters as well as employment and unemployment insurance, should function without delay. The acting chairman, Mr. Tallon, emphasized the fact that all these committees, which are purely advisory, could render valuable service in connection with informing their various communities on National Selective Service regulations and purposes and assisting in the solution of problems arising from these new regulations.

A report on publicity and public relations, particularly with reference to National Selective Service, was submitted by Dr. Peebles and referred by the committee to the director of National Selective Service.

Major Wright gave the committee a brief summary of steps which have been taken by the Rehabilitation Branch of the Department of Pensions and National Health to assist

soldiers already demobilized and to plan and prepare for after-war conditions. It was agreed that the welfare officers of the Department of Pensions and National Health and the local and regional committees of the Unemployment Insurance Commission should work in the closest harmony on these matters.

The committee will meet again early in December.

### Insurance Registration

Reports from local Employment and Selective Service Offices show that at November 1, 1942, 161,221 employers and 3,317,287 employees were registered. Of the latter, 2,647,925 were insurable and 669,362 were uninsured.

The insurable group consisted of insurable employees of registered firms and persons unemployed at date of registration whose last employment was insurable. The uninsured group consisted of employees of registered firms not coming within the coverage of the Act, and partners and proprietors of these firms, also women between the ages of twenty and twenty-four not engaged in insurable employment at the time of the recent registration.

The re-distribution of insurance records to local offices recently established has not yet not included in this report. (See tables on pp. 1356-6.)

### Former Provincial Employees Brought Under Dominion Superannuation Scheme

Provincial employees taken over by the Unemployment Insurance Commission of the Department of Labour have been brought under the Dominion Government's superannuation scheme if they were contributors to a provincial superannuation plan. Under this arrangement these former provincial employees will receive credit for contributions made into any Provincial Government's scheme.

The majority of those affected were formerly employed by the Provincial Governments in the Employment Service of Canada. About 240 of these employees were selected through the Civil Service Commission to take up duties on the staff of the Unemployment Insurance

Commission. Their experience in employment service work was particularly valuable to the Unemployment Insurance Commission in the establishment and operation of a nation-wide employment service.

The provisions of Order in Council P.C. 23/9776 of October 28, 1942, dealing with this subject of superannuation are applicable to any Provincial employee taken over by the Unemployment Insurance Commission and still in the employment of the Commission on October 1, 1942, or who enters the service of the Commission prior to January 1, 1943. Under this order, if an employee is a con-

tributor under a Provincial superannuation scheme he may be granted benefits on retirement under one of two alternative plans.

In one plan benefits under Provincial legislation are to be allowed to stand as deferred benefits while a contributor is employed by the Dominion Government. In this case, Dominion and Provincial service count jointly for determining kind of benefit, provided that the Province will grant a similar benefit. Also, if the Provincial scheme provides for refund of contributions with or without interest, on voluntary retirement, the Dominion will refund the employee's Dominion contributions

PROGRESS OF REGISTRATION OF EMPLOYERS AND EMPLOYEES, NOVEMBER 1, 1942

Office	Employers Registered	Insurable Employees Registered	Uninsured Employees Registered	Total Persons Registered (Insurable & Uninsurable)
<b>New Brunswick—</b>				
Moncton.....	1,197	16,980	4,933	21,913
Campbellton.....	546	7,560	8,548	16,108
Edmundston.....	327	4,567	4,256	8,823
Fredericton.....	742	1,069	1,700	2,769
Saint John.....	2,592	32,872	6,684	39,556
<b>Total.....</b>	<b>5,404</b>	<b>63,048</b>	<b>26,121</b>	<b>89,169</b>
<b>Nova Scotia—</b>				
Amherst.....	396	6,873	604	92,367
Halifax.....	2,305	53,139	15,995	69,134
Kentville.....	665	6,801	1,478	8,279
New Glasgow.....	581	15,344	2,151	17,495
Sydney.....	1,270	31,913	7,232	39,145
Truro.....	374	4,968	1,916	6,884
Yarmouth.....	594	7,103	2,579	9,682
<b>Total.....</b>	<b>6,185</b>	<b>126,141</b>	<b>31,955</b>	<b>158,096</b>
<b>Prince Edward Island—</b>				
Charlottetown.....	831	6,349	3,388	9,737
<b>Maritimes Total.....</b>	<b>12,420</b>	<b>195,538</b>	<b>61,464</b>	<b>257,002</b>
<b>Quebec—</b>				
Montreal.....	24,218	466,411	79,551	545,962
Chicoutimi.....	1,080	39,844	7,199	47,043
Drummondville.....	368	7,922	618	8,540
Granby.....	670	10,096	1,727	11,823
Hull.....	1,268	14,742	7,258	22,000
Joliette.....	786	6,552	1,274	7,826
Levis.....	829	15,259	2,213	17,472
Quebec.....	4,076	71,540	29,530	101,070
Riviere du Loup.....	1,394	8,830	14,221	23,051
Rouyn.....	503	10,195	4,066	14,261
St. Hyacinthe.....	548	8,784	973	9,762
St. Jean.....	780	11,880	1,464	13,344
St. Jerome.....	1,259	22,406	2,231	24,637
Shawinigan Falls.....	732	17,471	3,491	20,962
Sherbrooke.....	1,626	31,405	4,605	36,010
Sorel.....	327	11,363	792	12,155
Thetford Mines.....	786	10,123	2,185	12,308
Three Rivers.....	1,175	19,509	5,158	24,667
Val d'Or.....	432	8,049	2,595	10,644
Valleyfield.....	572	13,950	1,166	15,116
Victoriaville.....	435	4,508	845	5,353
<b>Quebec Total.....</b>	<b>43,894</b>	<b>810,539</b>	<b>173,167</b>	<b>984,006</b>
<b>Ontario—</b>				
Toronto.....	19,426	355,364	67,456	422,820
London.....	2,217	34,038	11,313	45,351
North Bay.....	766	10,020	6,084	16,104
Barrie.....	1,119	9,632	3,779	13,411
Belleville.....	1,305	15,871	3,395	19,266
Brantford.....	1,288	26,117	3,755	29,872
Brockville.....	525	6,688	1,349	8,037
Chatham.....	1,071	11,276	2,217	13,493
Cornwall.....	971	11,425	2,563	13,988

## PROGRESS OF REGISTRATION OF EMPLOYERS AND EMPLOYEES—Concluded

Office	Employers Registered	Insurable Employees Registered	Uninsured Employees Registered	Total Persons Registered (Insurable and Uninsurable)
<b>Ontario—Con.</b>				
Galt	890	13,828	1,860	15,688
Guelph	1,117	14,263	2,772	17,035
Hamilton	3,921	94,314	16,572	110,886
Kingston	1,246	17,121	3,560	20,681
Kirkland Lake	724	10,199	2,930	13,129
Kitchener	1,305	23,172	4,045	27,217
New Toronto	1,205	27,058	3,413	30,471
Niagara Falls	890	17,361	3,444	20,805
Orillia	1,019	15,163	2,136	17,299
Oshawa	952	26,341	3,742	30,083
Ottawa	3,821	69,084	14,186	83,270
Owen Sound	1,281	10,928	2,107	13,035
Pembroke	630	8,785	2,317	11,102
Peterborough	1,712	24,600	4,140	28,740
St. Catharines	1,080	25,518	6,121	31,639
St. Thomas	1,070	7,396	5,428	12,824
Sarnia	772	9,855	3,114	12,969
Sault Ste. Marie	612	12,898	4,475	17,373
Smiths Falls	605	5,978	1,034	7,012
Stratford	1,449	12,529	3,468	15,997
Sudbury	930	22,417	6,091	28,508
Timmins	822	20,735	9,718	30,453
Welland	749	20,239	3,540	23,779
Windsor	3,157	54,739	12,628	67,367
Woodstock	801	10,508	2,029	12,537
<b>Ontario Total.</b>	<b>61,448</b>	<b>1,055,460</b>	<b>226,781</b>	<b>1,282,241</b>
<b>Manitoba and Western Ontario—</b>				
Winnipeg	7,146	117,711	26,591	144,302
Brandon	1,302	7,718	1,387	9,105
Dauphin	311	250	741	991
Flin Flon	227	5,100	1,488	6,588
Fort Frances	205	2,471	843	3,314
Fort William	758	16,571	6,537	23,108
Kenora	450	5,470	2,059	7,529
Port Arthur	772	15,655	7,177	22,832
Portage la Prairie	388	206	667	873
<b>Total.</b>	<b>11,559</b>	<b>171,152</b>	<b>47,490</b>	<b>218,642</b>
<b>Saskatchewan—</b>				
Saskatoon	2,072	18,672	14,841	33,513
Moose Jaw	832	10,377	4,285	14,662
North Battleford	644	2,248	2,967	5,215
Prince Albert	955	5,998	6,753	12,751
Regina	2,155	34,953	7,791	42,744
Swift Current	791	8,680	1,973	10,653
Yokton	944	3,456	1,952	5,408
<b>Total.</b>	<b>8,393</b>	<b>84,384</b>	<b>40,562</b>	<b>124,946</b>
<b>Alberta—</b>				
Edmonton	5,208	50,052	30,475	80,527
Calgary	3,417	41,228	17,824	59,052
Drumheller	418	2,952	987	3,939
Lethbridge	789	9,332	2,280	11,612
Medicine Hat	436	4,215	976	5,191
<b>Total.</b>	<b>10,268</b>	<b>107,779</b>	<b>52,542</b>	<b>160,321</b>
<b>Prairie Total.</b>	<b>30,220</b>	<b>363,315</b>	<b>140,594</b>	<b>503,909</b>
<b>British Columbia—</b>				
Vancouver	7,772	153,615	41,746	195,361
Kamloops	349	2,141	1,252	3,393
Kelowna	681	8,437	2,337	10,774
Nanaimo	571	5,311	2,674	7,985
Nelson	693	10,552	3,200	13,782
New Westminster	1,137	16,584	4,224	20,808
Prince Rupert	333	5,765	1,154	6,919
Victoria	1,723	20,338	10,769	31,107
<b>Pacific Total.</b>	<b>13,239</b>	<b>222,773</b>	<b>67,356</b>	<b>290,129</b>
<b>SUMMARY</b>				
<b>MARITIMES.</b>	<b>12,420</b>	<b>195,538</b>	<b>61,464</b>	<b>257,002</b>
<b>QUEBEC.</b>	<b>43,894</b>	<b>810,839</b>	<b>173,167</b>	<b>984,006</b>
<b>ONTARIO.</b>	<b>61,448</b>	<b>1,055,460</b>	<b>226,781</b>	<b>1,282,241</b>
<b>RAIRIES.</b>	<b>30,220</b>	<b>363,315</b>	<b>140,594</b>	<b>503,909</b>
<b>PACIFIC.</b>	<b>13,239</b>	<b>222,773</b>	<b>67,356</b>	<b>290,129</b>
<b>Total for Canada.</b>	<b>161,221</b>	<b>2,647,925</b>	<b>669,362</b>	<b>3,317,287</b>

## UNEMPLOYMENT INSURANCE COMMISSION INSURANCE FUND

## STATEMENT OF REVENUE AND EXPENDITURES FOR THE FIFTEEN MONTHS ENDED SEPTEMBER 30, 1942

## REVENUE

## EXPENDITURES

Month	CONTRIBUTIONS (Gross, less refunds)					Interest	Monthly Total	Cumulative Total	BENEFITS		Balance
	Stamps	Meter	Bulk	Misc.	Total er and ee				Monthly Total	Cumulative Total	
1941	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
July.....	2,280,385.85	243,361.02	233,692.05	.....	2,757,438.92	551,487.78	.....	3,308,926.70	3,308,926.70	.....	3,308,926.70
August.....	2,737,427.38	396,494.82	784,752.00	.....	3,918,674.20	783,734.84	.....	4,702,409.04	8,011,335.74	.....	8,011,335.74
September.....	2,592,678.31	808,930.87	796,740.36	.....	4,188,349.54	830,669.91	16,500.00	5,024,519.45	13,065,855.19	.....	13,065,855.19
October.....	2,609,932.24	1,004,855.78	952,191.25	18.30	4,557,047.57	913,409.51	.....	5,430,457.08	18,546,312.27	.....	18,546,312.27
November.....	2,504,849.23	890,900.46	830,514.90	.....	4,226,264.59	845,252.92	.....	5,071,517.51	23,617,829.78	.....	23,617,829.78
December.....	2,232,882.21	895,820.39	790,301.59	25.87	3,919,030.06	783,806.01	161,220.00	4,864,056.07	28,481,885.85	.....	28,481,885.85
1942											
January....	2,448,375.98	960,430.45	744,351.03	34.20	4,153,191.67	830,638.33	.....	4,933,830.00	33,465,715.85	.....	33,465,715.85
February....	2,190,122.75	864,815.30	779,327.55	70.05	3,834,335.65	766,867.13	55,980.00	4,657,182.78	38,122,598.63	983.09	38,121,915.54
March.....	2,838,891.10	1,143,449.39	878,355.74	580.62	4,861,276.85	972,235.37	41,810.00	5,875,342.22	43,998,240.85	26,769.83	27,752.92
April.....	2,447,695.56	1,095,909.60	933,515.18	2,126.96	4,479,247.30	895,349.46	135,930.00	5,511,076.76	49,509,317.61	41,554.26	49,440,010.43
May.....	2,242,987.49	1,026,031.54	965,937.74	2,938.54	4,237,915.31	847,583.06	15,350.00	5,100,848.37	54,610,165.98	52,190.56	121,497.74
June.....	2,405,184.25	1,098,489.24	993,631.89	7,462.61	4,504,767.99	900,943.60	161,220.00	5,566,941.59	60,177,197.57	39,524.81	61,022.55
July.....	2,550,545.70	1,143,940.78	1,074,712.97	7,536.33	4,777,735.78	955,347.16	.....	5,732,082.94	65,909,190.51	35,529.00	196,651.55
August.....	2,519,447.02	1,110,106.43	1,122,596.87	13,239.61	4,765,459.93	953,097.99	71,145.00	5,789,732.92	71,698,923.43	38,248.98	235,800.53
September.....	2,539,125.52	1,139,588.19	1,109,175.15	10,968.83	4,798,867.69	959,773.54	205,210.00	5,963,851.23	77,662,774.66	26,374.25	77,440,599.88
TOTAL.....	37,140,680.60	13,823,134.26	12,939,816.27	45,001.92	63,998,693.05	12,79,726.61	864,415.00	77,662,774.66	77,662,774.66	262,174.78	77,440,599.88

The Interest column represents the interest received on the due dates of the various Government bonds and includes accrued interest at the time of purchase. This figure does not include the accrued interest earned to September 30th.

The Miscellaneous column includes the following:

Contributions collected by Insurance Inspectors..... \$ 43,449.56

Contributions in respect of service in the Armed Forces..... 120.03

Miscellaneous..... 1,152.33

\$ 45,001.92

without interest even though the combined Provincial and Dominion service is less than ten years.

Under the other plan Provincial service will count in whole or in part for benefits under the Dominion Civil Service Superannuation Act as follows: (1) The whole of contributory service under a Provincial scheme on payment of contributions required under the Dominion Civil Service Superannuation Act; (2) the part of contributory service under a Provincial scheme which is paid for under the Dominion Civil Service Superannuation Act by transfer to the Dominion of the total contribution in respect of a Provincial employee.

In either case, the employee will be, for the purposes of the Superannuation Act, a permanent Dominion employee on transfer and automatically will become a contributor under the Dominion Act.

In the event of a re-transfer of an employee to the Province, the Dominion will pay the Province double the contributions made by the employee to the Dominion fund together with 4 per cent simple interest on the understanding that the Dominion service shall count for the purposes of the Provincial scheme.

If an employee is not a contributor to a Provincial scheme he is to be considered as a temporary employee and not eligible to come under the Dominion Superannuation scheme until such time as he may be made permanent in accordance with Dominion Rules and Regulations. Also, while temporary he will be required to contribute to the Retirement Fund in accordance with existing Regulations.

#### Claims for Benefit

The amount paid in claims for unemployment insurance benefit during the period from February 1 to September 30, 1942 was \$262,174.

In this period, 19,090 claims were received for adjudication at the nine insurance offices of the Commission, of which 14,135 claims were allowed, 3,809 claims were not allowed, with 1,146 claims pending.

An analysis of the 3,809 claims not allowed by Insurance Officers reveals the following reasons for non-allowance: 1,437 claims under Section 28 (i) with insufficient contributions; 111 claims under Section 28 (ii) in which 58 applications were not made in the prescribed manner, and 53 of the claimants were not unemployed; 78 claims under Section 28 (iii) in which 45 claimants were not capable of work and 33 claimants were not available for work; 4 claims under Section 43 (a) for loss of work due to a labour dispute; 33 claims under Section 43 (b) (i) for refusal of an offer of work; 28 claims under Section 43 (b) (ii) for neglect of opportunity to work; 1 claim under Section 43 (b) (iii) for failure to carry out written directions; 2,099 claims under Section 43 (c) in which 462 were disqualified because they were discharged due to their own misconduct, and 1,637 were disqualified for voluntarily leaving without just cause; 3 under Section 43 (d) for being under 16 years of age; 2 under Section 43 (e) for being inmates of prison, etc.; 13 under Section 43 (f) for being in class "O" contributions.

#### Appeals and References

During the period from February 1 to September 30, 1942, there were 310 references and 20 appeals made by claimants to have their claims heard by Courts of Referees. In addition there were 3 references by Insurance Officers to Courts of Referees. Of the 333 references and appeals 243 were heard, 59 have not yet been heard, and 31 were withdrawn. The Courts of Referees disallowed 202 claims and allowed 41.

#### REPORT ON CLAIMS RECEIVED FOR ADJUDICATION, PERIOD FEBRUARY 1 TO SEPTEMBER 30, 1942

Insurance Offices	Claims received at Local Offices	Claims received at Insurance Offices for Adjudication	Disposal of Claims		
			Allowed	Not Allowed	Pending
Moncton.....	4,153	3,989	3,504	393	92
Montreal.....	6,497	6,025	3,658	1,532	835
Toronto.....	3,583	3,334	2,237	958	139
London.....	773	634	528	97	9
North Bay.....	684	663	561	98	4
Winnipeg.....	2,178	1,904	1,494	372	38
Saskatoon.....	688	642	529	103	10
Edmonton.....	1,036	858	734	115	9
Vancouver.....	1,179	1,041	890	141	10
Total.....	20,771	19,090	14,135	3,809	1,146

*Appeals to Umpire*

Two appeals from the decisions of Courts of Referees have been made. In one case

the Umpire upheld the decision of the Court of Referees. The other case has not yet been heard.

## REFERENCES AND APPEALS TO COURTS OF REFEREES, PERIOD FEBRUARY 1 TO SEPTEMBER 30, 1942

Districts	REQUESTS FROM CLAIMANTS		Refer-ences by Insurance Officers	Total Refer-ences and Appeals	Not yet Heard	With-drawn	Heard	COURTS' DECISIONS	
	Refer-ences	Appeals						Allowed	Dis-allowed
Moncton.....	1	10	2	3	1	1	1	14	1
Montreal.....	116	6		126	33	6	87	16	73
Toronto.....	102			108	16	11	81	1	65
London.....	7			7		4	3	1	2
North Bay.....	11			11		1	10	1	9
Winnipeg.....	43	1		44	3	5	36	5	31
Saskatoon.....	6	1		7		7		7	
Edmonton.....	5	2	1	8	2	1	5	3	2
Vancouver.....	19			19	4	2	13	1	12
Total.....	310	20	3	333	59	31	243	41	202

## Report of Employment and Selective Service Offices for the Period July to September, 1942

Reports received from the Employment and Selective Service Offices during the quarter July to September, 1942, showed gains of 176·2 and 48·4 respectively in vacancies listed and placements effected, when compared with those reported by offices of the Employment Service of Canada in the corresponding quarter of 1941. All industrial groups except agriculture, logging and services recorded gains in both instances, with exceptional advances listed in manufacturing. Agriculture showed a loss in both vacancies and placements, while both logging and services showed advances in vacancies but declines in placements. All provinces registered noteworthy expansions.

From the chart on page 1312, which accompanies the article on the work of the Employment and Selective Service Offices for the month of September, it will be noted that the curve of vacancies in relation to applications took a decidedly upward course during July, August and September while the curve of placements followed an incline during July and August then showed a downward tendency in September, the level at the close of the quarter being much higher for vacancies but much lower for placements, than those shown at the end of the corresponding period last year. The increase in the first instance was due to National Selective Service Regulations under which it is necessary for employers seeking workers and persons desiring employment to obtain permits from Employment and Selective Service Offices. During the period July to September 1942, there was a

ratio of 97·7 vacancies and 48·6 placements for each 100 applications for employment, as compared with 74·8 vacancies and 69·3 placements during the corresponding period a year ago.

The average number of positions offered daily during the quarter under review was 5,413, of applicants registered 5,541, and of placements effected 2,692 in contrast with a daily average of 1,960 vacancies, 2,619 applications and 1,813 placements in regular and casual employment during the same quarter of 1941.

During the three months July to September, 1942, the offices reported that they had referred 254,110 persons to positions and had effected a total of 207,236 placements, of which 188,638 were in regular employment and 18,598 in casual work. Of the placements in regular employment, 137,578 were of men and 51,060 of women. A comparison with the corresponding period of 1941 shows that 139,631 placements were then made, of which 89,032 were in regular employment and 50,599 in casual work. Applications for employment during the period under review were received from 284,303 men and 142,336 women, a total of 426,639, in contrast with the registration of 201,612 during the same period last year. Employers notified the offices during the quarter July to September, 1942, of 416,784 vacancies, of which 302,188 were for men and 114,596 for women, as compared with 150,886 opportunities for work during the corresponding period a year ago.

## EMPLOYMENT AND SELECTIVE SERVICE OFFICES IN CANADA, STATISTICAL

Industry	Pr. Edward Island			Nova Scotia			New Brunswick			Quebec		
	Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements	
		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual
Agriculture.....	6	6	.....	247	84	3	58	31	.....	335	80	5
Fishing, Hunting and Trapping.....	2	2	.....	39	16	5	2	2	.....	2	2	.....
Forestry and Logging.....	.....	1,243	50	.....	4,459	163	.....	29,764	2,661	.....	.....	.....
Mining.....	1	1	.....	780	193	3	206	22	.....	1,893	755	46
Coal.....	.....	723	177	3	196	14	.....	6	2	.....	.....	.....
Oil, gas wells and quarrying.....	1	1	.....	2	1	.....	10	8	.....	324	234	.....
Other mining.....	.....	55	15	.....	.....	.....	.....	1,451	1,451	1,563	519	46
Manufacturing.....	56	51	.....	6,602	4,060	18	2,857	1,675	19	39,435	20,851	87
Animal foods.....	1	1	.....	220	80	.....	135	107	3	481	108	1
Leather and fur products.....	1	1	.....	12	7	.....	68	51	.....	1,134	334	2
Vegetable foods.....	.....	76	26	1	235	174	5	1,451	424	.....	.....	.....
Other vegetable products.....	1	1	.....	415	163	.....	242	156	.....	1,421	527	3
Pulp and paper products and printing.....	11	11	.....	87	29	14	651	126	2	1,496	730	.....
Sawmills.....	5	5	.....	80	36	.....	406	233	2	390	132	.....
Other wood products.....	.....	119	22	.....	224	192	.....	700	382	2	.....	.....
Textile products.....	13	12	.....	223	131	.....	186	131	6	7,619	4,151	13
Iron and its products.....	15	12	.....	5,060	3,398	3	355	307	.....	17,500	8,588	17
Non-ferrous metal products.....	3	2	.....	5	3	.....	43	47	.....	2,847	2,927	.....
Non-metallic mineral products.....	.....	186	96	.....	80	35	1	492	209	42	.....	.....
Chemical products.....	.....	53	10	.....	81	33	.....	1,825	1,021	.....	.....	.....
Miscellaneous products.....	6	6	.....	39	29	.....	80	64	.....	1,290	590	7
Electricity, gas and water supply.....	.....	27	20	.....	20	19	.....	789	433	.....	.....	.....
Construction.....	84	132	.....	7,136	3,764	5	3,524	2,415	25	22,677	11,928	88
Building.....	84	132	.....	6,666	3,453	3	2,924	2,089	11	17,652	9,682	83
Highway.....	.....	238	180	1	47	42	.....	745	377	3	.....	.....
Railway and all other.....	.....	232	131	1	553	284	14	4,280	1,869	2	.....	.....
Communication.....	6	4	.....	113	52	.....	88	52	.....	310	87	1
Transportation.....	103	73	17	775	373	.....	1,055	764	8	2,148	844	9
Air.....	4	1	.....	113	92	.....	84	75	.....	312	194	.....
Railway (including express).....	16	16	.....	341	147	.....	669	487	3	693	243	.....
Water.....	54	39	15	219	93	.....	93	57	2	280	71	7
All other.....	29	17	2	102	41	.....	209	145	3	863	336	2
Trade.....	176	165	1	1,618	676	68	1,072	728	52	6,806	2,648	107
Finance and Insurance.....	4	4	.....	136	55	3	76	47	6	623	260	1
Services.....	209	175	14	4,140	1,659	1,200	2,290	1,143	477	8,670	2,845	1,436
Business.....	5	5	.....	198	147	2	76	73	3	323	109	15
Hotel and restaurant.....	44	41	.....	735	337	8	784	463	101	3,285	1,021	4
Professional and public.....	105	90	12	1,201	773	14	552	419	32	1,847	695	10
Recreational.....	2	2	.....	51	28	3	88	68	2	336	111	1
Domestic.....	19	7	.....	1,653	198	1,155	733	92	332	2,553	411	1,371
All other.....	34	30	2	302	176	18	57	28	7	1,323	498	35
Totals.....	647	613	32	22,829	10,982	1,305	15,687	7,042	587	113,663	42,961	1,780
Men.....	429	411	31	17,143	8,399	54	12,913	5,508	173	90,128	34,094	382
Women.....	218	202	1	5,686	2,583	1,251	2,774	1,534	414	23,535	8,867	1,398

## Report of Employment and Selective Service Offices for September, 1942

Reports received by the Director of Employment and Unemployment Insurance from Employment and Selective Service Offices during the month of September, 1942, showed an outstanding gain in business transacted, both when compared with the preceding month and with the corresponding month of last year, this computation being based on the average number of placements recorded daily.

Vacancies in September, 1942, numbered 241,038, applications 221,352 and placements

in regular and casual employment 102,827. During the month the average daily placements effected, showed gains at 47 per cent and 46 per cent, respectively, over the previous month and over that of the corresponding period a year ago. The exceptionally heavy gains under both comparisons were attributable to the National Selective Service Regulations passed under authority of Order in Council P.C. 7595, which make it obligatory for employers seeking workers and persons

## SUMMARY FOR 3RD QUARTER ENDING JULY-SEPTEMBER, 1942

Ontario			Manitoba			Saskatchewan			Alberta			Br. Columbia			Totals		
Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Placements		
	Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual	Regular	Casual	
3,351	1,912	483	2,566	1,607	18	4,134	1,611	113	3,684	1,981	97	1,833	661	231	16,222	7,973	950
10	6	.....	18	14	4	.....	1	.....	2	.....	.....	7	4	.....	82	47	9
18,038	3,235	2	2,474	332	.....	292	20	.....	446	158	.....	5,875	2,415	1	62,591	9,034	3
3,245	2,016	12	1,517	405	17	200	132	5	1,696	548	1	1,624	373	.....	11,162	4,445	84
4	3	.....	5	166	10	164	15	5	1,364	355	1	469	43	.....	2,926	609	9
119	39	1	13	4	2	13	3	.....	179	73	.....	113	20	.....	774	383	3
3,122	1,974	11	1,504	401	15	23	114	.....	163	120	.....	1,042	310	.....	7,462	3,453	72
68,156	36,537	761	3,611	2,190	309	974	754	31	2,748	1,829	66	23,105	11,094	156	147,544	79,041	1,447
881	507	9	384	272	2	141	102	.....	387	160	1	797	337	.....	3,427	1,684	22
1,293	650	5	156	49	10	17	9	1	30	14	2	131	42	.....	2,843	1,157	20
7,679	3,578	71	534	249	83	78	47	2	345	173	14	1,863	1,418	30	12,311	6,089	206
2,304	1,333	17	53	27	5	55	25	6	114	96	.....	417	297	3	5,022	2,678	34
2,811	1,069	76	173	76	22	63	45	.....	82	61	3	874	175	.....	6,248	3,222	117
1,131	594	106	16	8	3	73	57	3	321	272	3	3,643	1,716	4	6,065	3,053	121
2,574	1,552	103	142	70	9	71	32	5	108	87	1	597	313	3	4,535	2,650	123
8,079	3,651	54	522	193	28	11	2	5	176	134	1	281	112	.....	17,110	8,517	107
28,668	16,270	152	885	838	67	368	314	.....	524	309	25	12,553	5,509	83	65,928	35,540	347
6,450	3,602	100	86	61	10	8	60	.....	178	239	.....	951	489	6	10,571	7,430	116
1,392	782	23	105	30	22	54	40	5	287	147	7	188	90	5	2,784	1,429	105
2,784	1,859	23	376	236	22	8	2	.....	72	49	2	191	64	7	5,390	3,274	54
1,396	637	19	121	38	26	6	4	.....	84	55	7	483	444	9	3,505	2,167	68
714	403	3	58	43	.....	21	12	4	40	33	.....	136	88	.....	1,805	1,051	7
546	253	15	58	23	3	46	47	1	124	63	.....	505	126	1	1,796	707	21
4,781	2,457	293	1,206	530	74	572	385	57	1,544	831	64	2,627	1,287	163	14,811	7,544	625
470	283	5	281	142	.....	155	110	1	426	214	2	553	212	12	2,398	1,323	20
1,988	1,026	65	571	252	34	129	104	.....	532	256	.....	412	257	1	5,351	2,788	103
717	379	42	2	2	4	3	2	15	13	1	1,046	579	18	2,430	1,236	87	
1,606	769	181	352	134	40	284	168	54	571	348	61	616	239	72	4,632	2,197	415
8,817	4,841	516	2,287	864	494	1,905	1,209	238	1,984	1,268	165	4,110	1,986	230	28,775	14,385	1,871
938	446	55	184	74	15	131	83	8	142	114	2	404	191	2	2,638	1,274	92
20,789	8,398	3,968	5,387	1,715	1,810	4,888	1,974	967	5,263	2,648	1,087	9,294	3,683	1,789	61,930	24,240	12,748
1,006	695	12	49	34	1	150	111	9	224	137	32	459	343	23	2,490	1,654	97
5,386	2,633	106	1,170	654	99	1,033	599	25	1,204	779	26	4,292	1,921	393	17,936	8,448	762
4,747	3,027	146	1,162	576	123	1,507	842	74	3,155	1,064	33	1,531	761	59	13,807	8,247	503
872	307	84	156	43	11	82	39	26	225	116	54	276	96	13	2,088	810	194
6,978	937	3,392	2,648	322	1,544	1,861	240	787	1,785	255	884	2,498	308	1,276	20,728	2,770	10,741
1,800	799	228	202	86	32	255	143	46	470	297	58	438	254	25	4,881	2,311	451
144,492	69,933	6,316	21,630	9,766	2,861	14,341	7,107	1,520	23,979	13,297	1,648	59,516	26,937	2,549	416,784	188,633	18,598
95,178	47,339	2,722	15,064	7,231	960	9,265	4,873	657	17,575	9,992	606	44,495	19,731	887	302,188	137,578	6,472
49,316	22,594	3,594	6,566	2,535	1,901	5,076	2,234	863	6,404	3,305	1,042	15,021	7,206	1,662	114,596	51,060	12,128

desiring employment to notify Employment and Selective Service Offices. The permit system, also established under these regulations, necessitated the opening of a number of new offices and since the latter part of August employment offices have been opened at some seventy-eight additional centres in order to provide facilities for employers and workers to obtain necessary permits. With the exception of a moderate decrease in agriculture, all industrial divisions showed increases in placements over the preceding month, the gain in manufacturing being exceptionally

large. There were, however, in addition important increases in services, trade, logging and construction. When comparison is made with September a year ago, all industrial divisions excepting agriculture and services showed placement advances and, as in the former comparison, the increase in manufacturing was most pronounced. There were in addition, noteworthy gains in trade and construction.

The accompanying chart shows the trend of employment since January, 1940, as represented by the ratio of vacancies notified and

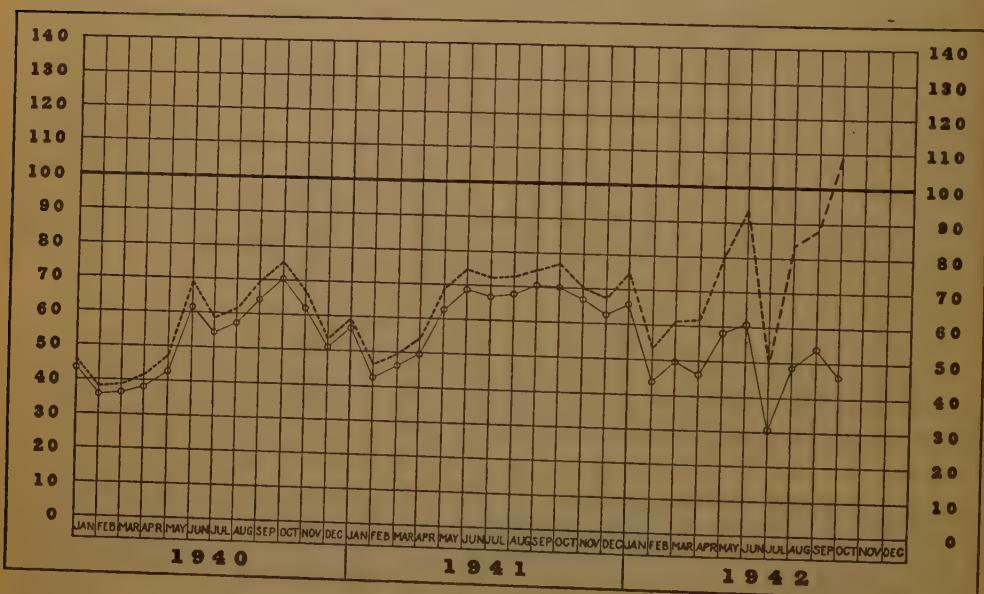
of placements effected for each one hundred applications for work registered each month at Employment and Selective Service Offices throughout Canada. It will be seen from the graph that the trend of the curves of vacancies in relation to applications took a decidedly upward course while that of placements followed a downward trend. The ratio of vacancies to each one hundred applications was 108.9 during September, 1942, in contrast with 88.3 in August and 76.7 during September last year and the ratio of placements to each one hundred applications shows 46.4 as compared with 53.6 in August and 70.1 at the close of September, 1941.

ments in regular and 699 in casual employment.

During the month the offices referred 135,763 persons to vacancies and effected a total of 102,827 placements. Of these, the placements in regular employment were 97,334, of which 66,391 were male and 30,943 female, while placements in casual work totalled 5,493. The number of vacancies reported by employers was 170,853 for men and 70,185 for women, a total of 241,038, and applications for work numbered 221,352, of which 134,997 were for men and 86,355 for women. Reports for August, 1942, showed 83,027 positions available, 94,018 applications made and 50,360 placements

POSITIONS OFFERED AND PLACEMENTS EFFECTED FOR EACH ONE HUNDRED APPLICATIONS FOR EMPLOYMENT

Applications ————— Vacancies - - - - - Placements o o o o o o o



The average number of vacancies reported daily by employers to the offices throughout Canada during September, 1942, was 9,642, as compared with 3,194 during the preceding month and with 2,065 in September a year ago.

The average number of applications for employment received daily by the offices during the month under review was 8,855 in contrast with 3,617 in August, 1942, and with 2,690 during September last year.

The average number of placements made daily by the offices during September, 1942, was 4,114 of which 3,894 were in regular employment and 220 in work of one week's duration or less, as compared with a total daily average of 1,937 during the preceding month. Placements in September a year ago averaged 1,886 daily, consisting of 1,187 place-

ments in regular and 699 in casual employment.

While in September, 1941, there were recorded 51,803 vacancies 67,239 applications for work and 47,130 placements in regular and casual employment.

The following table gives the placements effected by employment offices each year, from January, 1932, to date:

Year	Placements		Totals
	Regular	Casual	
1932	153,771	198,443	352,214
1933	170,576	181,521	352,097
1934	223,564	182,527	406,091
1935	226,345	127,457	353,802
1936	217,931	113,519	331,450
1937	275,300	114,236	389,536
1938	256,134	126,161	382,295
1939	242,962	141,920	384,882
1940	320,090	155,016	475,106
1941	316,168	191,595	507,763
1942	313,810	69,409	383,219

**NOVA SCOTIA AND PRINCE EDWARD ISLAND**

During the month of September, 1942, Employment and Selective Service Offices in Nova Scotia and Prince Edward Island received orders for 304 per cent more workers than in the preceding month, and 413 per cent more than during the corresponding month of last year. There was an increase also in placements of 135 per cent, when compared with August, and 125 per cent in comparison with September, 1941. The increase in placements over September a year ago was due to substantial gains in manufacturing, construction and trade, with somewhat smaller increases in transportation and mining. Small decreases were reported in logging, services and agriculture. Placements by industrial divisions included:—manufacturing, 2,004; construction, 1,835; services, 1,349; trade, 703; transportation, 230, and mining, 146. During the month 4,376 men and 1,693 women were placed in regular employment.

**NEW BRUNSWICK**

The demand for workers as indicated by orders received at Employment Offices in New Brunswick, during September, was 140 per cent greater than in the preceding month, and 608 per cent above the corresponding month of last year. There was an increase also in placements of 43 per cent, in comparison with August, and of 166 per cent in comparison with September, 1941. All industrial divisions, except services, participated in the increase in placements over September of last year, the gains in manufacturing, construction and trade being the most pronounced. Industrial divisions in which most of the placements were effected during the month were:—manufacturing, 769; construction, 752; services, 600; trade, 429; transportation, 247, and logging, 132. There were 2,027 men and 833 women placed in regular employment.

**QUEBEC**

There was an increase of 216 per cent in the number of positions offered through Employment Offices in the Province of Quebec during September, when compared with the preceding month, and of 278 per cent in comparison with the corresponding month of last year. Placements were 48 per cent higher than in August and 34 per cent above September, 1941. When comparing placements by industrial groups, during the month under review, with September of last year, a substantial increase was recorded in manufacturing with smaller gains in construction, trade and mining. The improvement in these groups was partly off-set by a large decrease in services and moderate losses in logging and transportation. Place-

ments by industrial divisions included:—manufacturing, 8,604; construction, 4,184; logging, 2,369; services, 1,815; trade, 994; mining, 557 and transportation, 415. Placements in regular employment numbered 14,217 of men and 4,288 of women.

**ONTARIO**

Orders received at Employment Offices in Ontario during September called for 197 per cent more workers than in the preceding month and 394 per cent more than during the corresponding month of last year. Placements also showed an increase of 144 per cent over August, and were 163 per cent in excess of September, 1941. The large gain in placements over September a year ago was mainly due to an increase in manufacturing, although moderate gains were reported in trade, logging, services, construction and transportation; the only decrease of importance was in agriculture. Placements by industrial divisions included:—manufacturing, 21,976; services, 5,795; construction, 3,847; trade, 3,305; logging, 2,630; transportation, 1,534; mining, 799, and agriculture, 448. During the month 25,146 men and 14,149 women were placed in regular employment.

**MANITOBA**

There was an increase of 130 per cent in the number of positions offered through Employment Offices in Manitoba during September when compared with August and 256 per cent in comparison with September, 1941. Placements showed an increase of 50 per cent over both the preceding month and the corresponding month of last year. When comparing placements by industrial divisions, during the month under review, with those of September, 1941, gains were recorded in manufacturing, trade, transportation, services, construction and mining, but were off-set in part by a decline in agriculture. Industrial divisions in which most of the placements were effected during the month were:—services, 1,533; manufacturing, 1,387; construction, 836; trade, 730; agriculture, 400; transportation, 305, and mining, 167. There were 2,939 men and 1,646 women placed in regular employment during the month.

**SASKATCHEWAN**

Positions offered through Employment Offices in Saskatchewan during September called for 76 per cent more workers than in the preceding month, and 174 per cent more than during the corresponding month of last year. Placements were 96 per cent higher than in August and 61 per cent above September, 1941. The gain in placements

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR THE MONTH OF  
SEPTEMBER, 1942

**REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR THE MONTH OF  
SEPTEMBER, 1942.—Cont.**

Offices	Vacancies		Applicants				Regular place- ments same period 1941	
	Reported during period	Unfilled end of period	Regis- tered during period	Referred to vacancies	Placed			
					Regular	Casual		
<b>Ontario—Conc.</b>								
Brampton.....	374	228	276	153	146	5	126	
Brantford.....	2,625	1,384	1,896	1,840	1,369	5	455	
Brockville.....	195	56	432	205	165	1	208	
Carleton Place.....	111	33	134	99	77	—	57	
Chatham.....	1,066	153	1,486	929	849	36	536	
Cobourg.....	211	55	178	188	182	—	2	
Collingwood.....	352	152	188	193	184	—	0	
Cornwall.....	685	118	1,019	735	575	12	497	
Dunnville.....	128	32	183	147	127	—	10	
Fergus.....	150	33	151	114	97	—	51	
Fort Erie.....	296	69	408	718	231	—	177	
Fort Frances.....	1,061	1,027	199	72	72	—	159	
Fort William.....	2,235	1,367	1,391	1,316	1,156	19	129	
Galt.....	1,000	950	636	754	508	—	221	
Gananoque.....	66	0	150	72	72	—	74	
Goderich.....	133	32	210	112	80	26	104	
Guelph.....	1,072	593	923	977	708	—	343	
Hamilton.....	5,330	3,252	4,105	2,111	1,952	159	1,531	
Hawkesbury.....	255	33	459	346	253	—	34	
Ingersoll.....	221	50	209	195	170	—	33	
Kapuskasing.....	987	527	540	536	420	—	111	
Kenora.....	426	348	204	76	76	—	117	
Kingston.....	1,448	702	1,474	853	830	22	728	
Kirkland Lake.....	943	428	1,400	759	727	7	719	
Kitchener-Waterloo.....	1,475	308	1,449	1,355	1,346	9	171	
Leamington.....	166	80	247	147	86	—	112	
Lindsay.....	184	39	406	191	187	4	269	
Listowel.....	82	41	72	50	50	—	22	
London.....	2,767	1,458	2,865	2,309	1,370	138	1,316	
Midland.....	357	84	516	504	219	8	289	
Napanee.....	277	55	293	314	217	4	72	
Newmarket.....	77	38	77	54	54	—	16	
New Toronto.....	2,320	995	1,631	1,123	794	1	857	
Niagara Falls.....	1,211	923	1,127	994	690	1	387	
North Bay.....	2,111	1,734	1,248	725	675	50	467	
Orangeville.....	68	41	93	42	39	—	52	
Orillia.....	332	250	350	218	190	1	273	
Oshawa.....	1,685	1,662	2,021	1,679	1,350	18	1,313	
Ottawa.....	5,520	3,233	5,208	2,035	1,365	114	2,317	
Owen Sound.....	657	219	890	567	546	8	459	
Paris.....	114	66	73	76	57	—	14	
Parry Sound.....	710	0	844	844	812	—	32	
Pembroke.....	982	679	679	374	373	1	188	
Perth.....	132	43	202	120	88	—	105	
Peterborough.....	2,136	665	1,431	1,456	1,246	—	143	
Picton.....	728	197	729	910	532	—	197	
Port Arthur.....	2,331	3,466	1,771	1,608	1,215	8	1,257	
Port Hope.....	211	52	235	163	169	—	29	
Prescott.....	177	50	150	129	125	—	21	
Renfrew.....	1,133	925	575	273	212	5	358	
St. Catharines.....	1,493	624	1,808	1,523	1,335	6	547	
St. Thomas.....	717	441	596	585	303	22	221	
Sarnia.....	1,228	287	1,079	803	800	3	360	
Sault St. Marie.....	1,253	2,941	1,229	843	739	14	477	
Simcoe.....	689	18	685	677	684	2	3	
Smiths Falls.....	155	53	228	121	102	—	178	
Stratford.....	783	289	853	658	466	151	280	
Sturgion Falls.....	777	500	444	250	248	2	194	
Sudbury.....	2,422	1,580	3,017	1,996	1,176	22	1,886	
Timmins.....	1,201	2,830	1,559	680	552	28	1,316	
Toronto.....	15,982	12,545	17,654	2,121	1,644	477	14,462	
Trenton.....	423	119	461	339	276	—	115	
Walkerton.....	121	58	277	105	63	—	133	
Wallaceburg.....	98	58	136	40	40	—	96	
Welland.....	1,720	1,054	1,523	1,255	1,014	3	248	
Weston.....	482	219	444	251	196	—	1,352	
Windsor.....	2,943	1,240	5,250	2,980	2,682	162	2,464	
Woodstock.....	466	104	498	422	422	—	599	
<b>Manitoba—</b>	<b>12,463</b>	<b>7,477</b>	<b>11,525</b>	<b>5,910</b>	<b>4,585</b>	<b>980</b>	<b>6,848</b>	
Brandon.....	791	669	704	280	278	2	506	
Dauphin.....	523	463	160	85	83	2	221	
Flin Flon.....	631	323	371	371	371	—	75	
Portage la Prairie.....	331	178	248	114	114	—	106	
St. Boniface.....	151	19	257	113	98	—	136	
Selkirk.....	186	11	158	176	142	—	122	
Winnipeg.....	9,850	5,814	9,627	4,771	3,499	976	5,792	

**REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR THE MONTH OF  
SEPTEMBER, 1942.—Con.**

Offices	Vacancies			Applicants			Regular placements same period 1941	
	Reported during period	Unfilled end of period	Regis- tered during period	Referred to vacancies	Placed			
					Regular	Casual		
<b>Saskatchewan.</b>								
Estevan.....	7,344	4,199	6,576	4,563	3,760	444	3,589	
Moose Jaw.....	236	252	48	42	12	30	15	
North Battleford.....	946	250	915	674	650	21	426	
Prince Albert.....	184	178	109	57	56	.....	476	
Regina.....	844	748	635	351	311	14	281	
Saskatoon.....	2,871	1,564	2,643	1,864	1,638	226	1,337	
Swift Current.....	1,057	808	1,782	1,207	756	127	851	
Weyburn.....	195	118	142	137	137	.....	64	
Yorkton.....	151	173	97	66	63	3	54	
	260	110	205	171	137	23	80	
<b>Alberta.</b>								
Blairmore.....	12,430	5,708	11,409	9,554	5,907	540	4,073	
Calgary.....	445	354	100	144	93	7	.....	
Drumheller.....	4,671	1,581	4,932	3,115	2,438	395	1,825	
Edmonton.....	399	248	134	97	97	.....	29	
Lethbridge.....	4,733	2,397	4,741	5,147	2,341	125	1,862	
Medicine Hat.....	1,344	638	590	531	496	15	188	
Red Deer.....	695	336	438	415	338	5	89	
	243	154	174	105	104	.....	139	
<b>British Columbia.</b>								
Cranbrook.....	37,266	20,387	28,580	21,975	16,353	819	14,847	
Kamloops.....	439	474	292	194	134	.....	184	
Kelowna.....	416	295	277	164	162	2	181	
Nanaimo.....	1,224	193	944	1,002	872	.....	85	
Nelson.....	618	206	576	347	312	2	370	
New Westminster.....	330	176	418	244	243	.....	223	
Penticton.....	1,481	589	1,945	1,390	1,216	47	871	
Port Alberni.....	248	105	273	158	107	51	444	
Prince George.....	467	375	302	229	229	.....	63	
Prince Rupert.....	518	618	347	305	305	.....	21	
Trail.....	1,169	911	930	914	831	.....	54	
Vancouver.....	736	423	656	538	272	.....	370	
Vernon.....	26,018	14,379	17,900	14,053	9,385	572	11,118	
Victoria.....	971	409	890	819	794	18	180	
	2,651	1,234	2,830	1,618	1,491	127	683	
<b>Canada.</b>								
Men.....	241,038	156,248	221,352	135,763	97,334	5,493	114,049	
Women.....	170,853	117,875	134,997	86,967	66,391	1,707	63,674	
	70,185	38,373	86,355	48,796	30,943	3,788	23,743	
							5,915	

\* 171 placements effected by offices now closed.

over September a year ago was mainly due to increases in trade, services, manufacturing and transportation, being off-set in part, by declines in construction and agriculture. Placements by industrial divisions included:—services, 1,483; trade, 868; agriculture, 785; manufacturing, 427; construction, 299, and transportation, 231. During the month 2,319 men and 1,441 women were placed in regular employment.

#### ALBERTA

Employment opportunities as indicated by orders received at Employment Offices in Alberta during September were 112 per cent greater than in the preceding month, and 296 per cent above the corresponding month of last year. Placements were 56 per cent higher than in August, and 119 per cent above September, 1941. Except for moderate declines in logging and agriculture, all industrial divisions showed gains in placements over September a year ago, the most noteworthy increases being in construction, trade, manufacturing, services and transportation. Industrial divisions in which most of the

placements were effected during the month were:—construction, 1,444; services, 1,300; agriculture, 931; trade, 908; manufacturing, 905; transportation, 541, and mining, 262. Placements in regular employment numbered 4,118 of men and 1,789 of women.

#### BRITISH COLUMBIA

Orders received at Employment Offices at British Columbia during September called for 218 per cent more workers than in the preceding month, and 789 more than during the corresponding month of last year. Placements were 195 per cent higher than in August and 325 per cent in excess of August, 1941. All industrial divisions participated in the increase in placements over September a year ago, the most noteworthy advances being in manufacturing, construction, logging, trade and services. Placements by industrial divisions included:—manufacturing, 6,806; services, 2,868; construction, 2,678; logging, 1,561; trade, 1,543, and transportation, 1,021. There were 11,249 men and 5,104 women placed in regular employment during the month.

## Employment Conditions at the End of October

Placement activities as reported by Employment and Claims Offices during the month of September, 1942, together with statistical summaries for that period, are covered by an earlier section of this report. Later reports indicate that conditions at the end of October were as follows:—

Potato digging and fall ploughing were almost completed in Prince Edward Island and the rest of the Maritimes. In the Annapolis Valley, picking of a good apple crop was finished and the gathering of root crops elsewhere was nearing completion. Movement of farm labour to other lines of work for the winter had begun. Fishermen also were in search of other employment, their seasonal operations completed except for small catches of cod, mackerel and halibut. The Irish Moss industry has been very active and profitable for many workers. Forestry and logging operations had begun in most woods areas; calls for skilled and unskilled men reached the hundreds, and, other than farmers and fishermen, the sources for bush-workers were very limited. Mining activity was very well sustained but an urgent need for underground men was felt in the New Glasgow area. Manufacturing plants were working at capacity in most centres, although in one or two places, shortage of materials was responsible for slackened activity. The supply of plant labour was adequate in most centres, but there were some local shortages. Slow progress was being made on construction projects throughout the area because of inadequate labour supply. A site was being sought for a new potato dehydration plant in Prince Edward Island. Extensions to airports, naval bases, barracks and shipyards provided for more work for bricklayers, carpenters, asphalt workers and timbermen than could be found. Transportation companies were very busy with shipments of coal and steel by rail, pulpwood and lumber by boat. The building of a railway branch line out of Campbellton, New Brunswick, gave employment to many labourers and skilled workers. Truck drivers were unusually busy moving the apple crop. There was a steady demand for workers in the service trades but the supply of suitable workers for these positions was constantly decreasing.

In Quebec, agricultural operations were concluded and many farmers had already entered lumber camps. A number of farm workers, who had gone west for the harvest, had returned to seek winter employment in their own localities. The logging industry was making the most pressing demands on all sources of labour supply. Many bushmen were already at work but the number

required was far in excess of the available supply and woods operations were facing sharp curtailment. Mining generally was very active, although a shortage of experienced underground men was felt around Rouyn. Some expansion was being planned in the Thetford area. Manufacturing plants producing textiles, leather goods and food products, and the war industries generally, were in need of skilled workers and mill hands. Many more plants were employing women but the shortage of suitable production workers was only slightly relieved in most centres. The metal trades were especially short of skilled men and were planning to engage a large number of apprentices. In some localities, output of metal products was curtailed by shortage of materials. Pulp and paper production appeared to have been stabilized and the labour requirements of this industry were not expected to be excessive. Considerable turnover of certain skilled tradesmen occurred in the Levis Naval Yards, and in some shipyards shortage of materials was delaying the work. Construction work throughout the province was limited to extensions to existing plants and to Wartime Housing projects, although large projects were begun at Levis Naval Yards. A scarcity of plumbers, electricians and painters was reported from some projects nearing completion. Rail traffic, especially to the northern industrial area, was very heavy but there was little traffic on the river. The railway running trades were in need of workers in several occupations. Wholesale and retail trade was exceptionally good and the large establishments were beginning to expand staffs in anticipation of the Christmas rush. Salesgirls were in very heavy demand for the larger department stores. Since war industries continued to absorb all suitable labour, the continuous acute shortage of hotel, restaurant, domestic and institutional help was unabated.

Agricultural activity in Ontario was mostly of a routine nature and there was little demand for labour. Students and farmers who were sent west for harvesting were beginning to return. Many farmers were seeking winter work in war plants and, to a lesser extent, in logging camps. Practically all fruit and agricultural crops had been gathered and a very good yield was reported. Fall ploughing was resumed after being held up by wet weather. The shortage of labour for logging operations continued to present a serious problem, despite some movement of farm workers to this industry. Many camps were reported to be working at half capacity. Mining activities throughout Northern Ontario were severely handicapped by insufficient man-

power, although gold mining had been sharply curtailed by diversion of labour to base metal properties. Attention was centred primarily on providing workers for the nickel industry. The majority of manufacturing plants were in full operation although experiencing a shortage of skilled plant help. Most canneries were approaching the end of seasonal work, some being already closed and their staffs absorbed by other industries. The metal trades, especially, continued to report a pressing need for skilled labour, both for plant operation and for utilization in training inexperienced new employees. The upward trend in the employment of women in these trades continued and the expansion plans of several firms contained provision for extended use of females. A further uptrend in building activity was reported, though this consisted mainly in additions to defence properties, large plants with war contracts, and Wartime Housing developments, rather than new construction. Carpenters and labourers were urgently needed generally and in some localities there were critical shortages of specialized workers such as bricklayers, pipefitters and reinforcing steel men. Highway construction, except for several small projects connected with defence properties, showed signs of coming to a close. Some highway labour was transferred to Labrador and Alaska. Extra railway gangs continued to absorb all available men, and transportation companies generally were short of help in a number of occupations, such as brakemen and expressmen. In the communications section there were many calls for female telegraph messengers. A number of orders were received from the delivery trades, particularly for taxi and truck drivers, employers showing increased tendency to accept female applicants. Some districts reported a surplus of managers and executives, due partly to the curtailment of non-essential industries, but many of these applicants were of advanced age. While the turnover of clerical workers continued to be large, the supply was fairly satisfactory. Employers appeared to be giving more attention to methods of absorbing untrained workers of this class. Potential applicants for work in institutions, hotels and restaurants, and private houses, continued to prefer work in war plants and the acute scarcity of this class of labour was unrelieved.

In the Prairie Provinces, harvesting was practically finished but closing operations were at a standstill due to snow and rain. An excellent crop was reported. Co-operative volunteer efforts locally and excursions of harvest help from the East had provided valuable assistance with the latter half of the crop. The demand for harvester had

practically ceased. Many requests were being received for farm hands for the winter but suitable men were slow in appearing. A very good beet crop was practically all at the refineries. Fall logging operations generally were somewhat retarded by a serious shortage of bush labour. Some movement of harvester to bush camps had begun but farmers generally were showing a tendency to prefer winter work in war plants. Base metal miners were planning extended development but were seriously short of underground labour, despite some diversion of men from gold mines where production was being curtailed. Coal miners were in heavy demand and output was being retarded by insufficient man-power. As yet there was only a slight tendency for harvest labour to move to the mines. Alberta oil fields were planning expansion and were in need of drillers and well labour. Most manufacturing plants were very active. Pulp and paper mills and sawmills, however, were curtailing seasonal activities. Aircraft and munitions plants were changing to new production and were not expecting extensive staff additions for several months. Women were being employed in a wider variety of factory occupations. Meat packers and flour mills were unusually busy but were seriously in need of plant help. Sugar refineries expected a record output. Except for defence projects, building activity declined somewhat, and was confined to small repairs and alterations. No large new contracts were reported and the shortage of building labour, though still serious, was slightly alleviated. Most towns reported retail trade as relatively unchanged with good prospects due to a bumper crop. Wholesale trade was definitely on the uptrend and dealers were augmenting staffs. A few staple commodities were scarce. All lines of trade were somewhat short of staff. Some hotels and restaurants closed through lack of help and applicants for housework continued to be as scarce as ever. The shortage of teachers in Saskatchewan remained critical.

Harvesting was completed in British Columbia and there was no demand for labour other than a few winter farm hands. Fishermen reported fair catches of chum salmon, and gill netters and herring boats were operating in a limited way. Logging operations were beginning in most areas with the serious shortage of bush workers slightly abated in the larger camps. Outlying camps, however, still faced a critical labour shortage. All coal and base metal mines were seriously undermanned and were calling for large numbers of muckers and labourers. There appeared to be no immediate prospect of supplying these men. Manu-

facturers, in general, did not report any unusual developments, but there were openings for skilled and unskilled plant help in practically all lines. Sawmills were nearing the end of their seasonal cuts and were beginning to release men to smaller mills and to bush camps. Machine shops and foundries continued to ask for skilled men. The aircraft industry was expanding its facilities for absorbing inexperienced male and female workers. There were good work opportunities in the Prince Rupert shipyards for single men in many trades but no available accommodation for families. In the Vancouver shipyards, however, the demand for skilled trades-

men, except arc welders, had ceased. Some defence building contracts outside of the large urban centres were behind schedule because of shortages of carpenters and labourers, although a surplus of carpenters was reported in Vancouver. Labourers were needed for the Prince Rupert-Terrace Highway. Railways continued to require labourers and were placing women in some departments. Bus companies and steamship lines reported heavy traffic. The number of requests for institutional, hotel and restaurant, and domestic help was increasing steadily but very few persons were accepting this class of work.

## EMPLOYMENT AND UNEMPLOYMENT IN CANADA

### Industrial Situation as Indicated in Reports of Employers, Trade Unions and Value of Building Permits

THE accompanying information as to the employment situation in Canada is based upon reports from the following sources:

The Dominion Bureau of Statistics receives reports each month from most of the larger employers of labour throughout Canada in all industries except agriculture, fishing, hunting and highly specialized business, the returns being from firms employing fifteen workers or more. The number of firms so reporting September 1, was 13,142, the employees on their payrolls, numbering 1,795,411, compared with 1,780,704, in the preceding month.

The Department of Labour receives reports from the local trade unions throughout Canada, showing the number of their members who were unemployed in the period under

review. The number of unions reporting for September was 2,272, having an aggregate membership of 380,304 persons, 0.8 per cent of whom were without employment on October 1. It should be understood that the report on the number of unemployed workers refers only to organized labour, definite figures not being available as to the number of unorganized workers who were without employment during the period reviewed.

Recorded in the concluding section of this article and indicative of the employment situation in the building trades are the detailed statistics compiled by the Dominion Bureau of Statistics each month showing the value of building permits granted and the value of building materials.

### The Employment Situation at the Beginning of September, 1942, as Reported by Employers

A further rise in industrial activity was indicated at the beginning of September, according to the Dominion Bureau of Statistics latest survey of employment and payrolls. The 13,142 co-operating firms had an aggregate working force of 1,795,411 persons, 14,707 more than the number they had employed at August 1. This increase of 0.8 per cent (which was accompanied by that of 2.7 per cent in the reported weekly payrolls), was rather below average for the season; it was also smaller than that noted at September 1 in any immediately preceding year. This is the third occasion since the early spring on which the indicated expansion has been less than normal; the seasonally-adjusted index showed a slight falling-off at May 1 and June 1, and again at the date under review.

On the whole, however, the additions to the reported working forces during the summer have exceeded the normal, seasonal gains, although they have not been equal to those indicated in the same period in 1939, 1940 and 1941. Thus as the organization of the industrial war effort proceeds, and the supply of available labour diminishes, the rate of expansion in employment has appreciably slackened. Nevertheless, industrial activity generally continues at an unprecedentedly high level.

Further and larger advances were reported in manufacturing at September 1, 1942, the co-operating establishments having added 16,843 men and women to their personnel since the beginning of August. Of this number, 8,600 were taken on in iron and steel

plants and 4,050 in the vegetable food group. Smaller, but important increases were indicated in chemical, textile, electrical apparatus, non-ferrous metal, tobacco and pulp and paper factories. On the other hand, animal food and lumber mills were seasonally slack; there was also a falling-off in clay, glass and stone works. The general increase of 1½ per cent in factory employment was accompanied by that of 3·6 per cent in the reported weekly payrolls.

Among the non-manufacturing classes, logging showed a seasonal gain. Little general change took place in communications, while

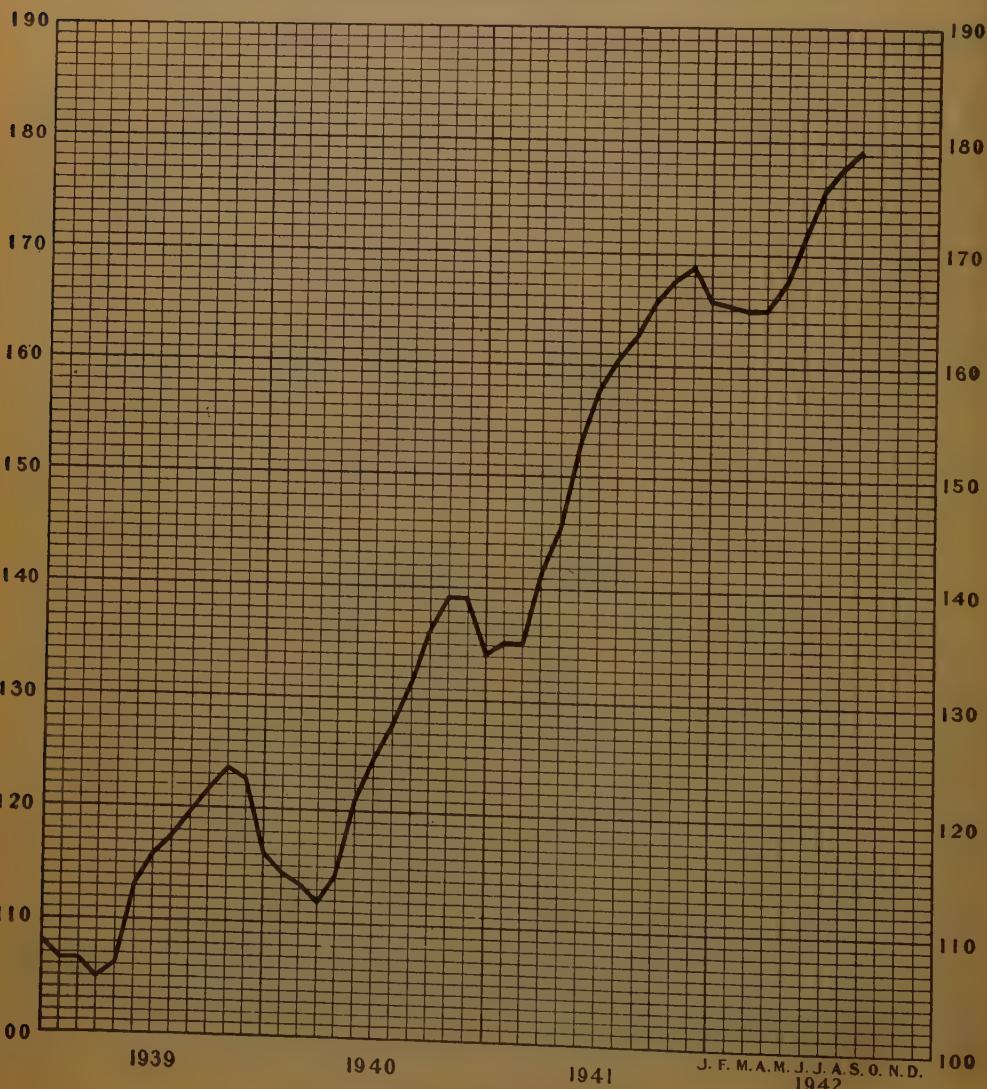
the trend in mining, transportation, construction, services and trade was downward. The largest losses were in mining, notably of gold.

The unadjusted index number of employment (1926=100) stood at 179·3 at September 1, 1942. The August 1 figure was 177·9, while that at September 1, 1941, was 162·7, 10·2 per cent lower than at the latest date. The indexes at September 1 in immediately preceding years were as follows: 1940, 131·6; 1939, 119·6; 1938, 115·1 and 1937, 123·2.

Since the increase at September 1, 1942, was rather below average, the seasonally-adjusted index showed a fractional decline, falling from

#### EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

**NOTE.**—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



173·0 at the beginning of August, to 172·3 at the date under review.

As already stated, there was an increase of 2·7 per cent in the weekly salaries and wages disbursed at September 1 by all firms furnishing data. The payrolls aggregated \$52,361,441, as compared with \$50,970,885\* at August 1. The per capita earnings averaged \$29.16 at the latest date, while in the period of observation in the preceding month, the average had been \$28.62.\* Although the gain was partly due to the payment of the cost-of-living allowance at the higher rates authorized under P.C. 5963 for the pay periods following August 15, it continues the movement which with only one exception has been indicated from the institution of the payroll statistics in the early spring of 1941. The exception was at January 1, when the general observance of the holidays lowered the reported earnings.

When the statistics for financial institutions are included, the latest survey shows that the 1,859,559 persons in recorded employment at September 1 received the sum of \$54,273,332 for services rendered in the last week in August. This was a per capita average of \$29.19. At August 1, the establishments co-operating in the nine leading industrial groups—manufacturing, logging, mining, communications, transportation, construction, services, trade and finance—reported an aggregate payroll of \$52,888,570\*, paid to 1,843,911 men and women. Their average earnings were \$28.68.\*

A comparison of the course of employment and payrolls in the last twelve months shows

that the increase of 10·2 per cent in the number of persons recorded as at work in the eight leading industries has been accompanied by that of 23·3 per cent in their weekly payrolls; in the nine main industrial divisions, including finance, the gain in employment has amounted to 9·9 per cent, and in payrolls, to 22·6 per cent in the year.

From June 1, 1941, to September 1, 1942, there was a general increase of 17·3 per cent in industrial employment, accompanied by a gain of 35·4 per cent in the reported payrolls. The reasons previously given for the much greater advance in the index of earnings than in that of employment may again be stated: (1) the growing concentration of workers in the heavy manufacturing industries, where rates of pay are above the average, and in addition, there is in many cases a considerable amount of overtime work, and (2) the extension of the system of paying a cost-of-living bonus to the majority of workers; the statistics of the present report reflect the recent rise in this allowance, authorized for pay periods falling after August 15. However, the bonus had previously been increased since its institution. In certain cases, higher wage-rates have also been awarded. In spite of these factors beneficially affecting the typical worker, the average earnings of the individual, as a result of the dilution of labour, have not shown advances commensurate with those in the index of aggregate payrolls. Where the latter has risen by 35·4 per cent, the index of per capita earnings has increased by 15·2 per cent since June 1, 1941. The Bureau's index of the cost of living has risen from

\*Revised.

INDEX NUMBERS OF EMPLOYMENT AND PAYROLLS, BASED ON JUNE 1, 1941=100, TOGETHER  
WITH PER CAPITA WEEKLY EARNINGS

	EIGHT LEADING INDUSTRIES			MANUFACTURING		
	Index Numbers of			Index Numbers of		
	Employ- ment	Aggregate Payrolls	Per Capita Earnings	Employ- ment	Aggregate Payrolls	Per Capita Earnings
1941						
June 1.....	100·0	100·0	25·25	100·0	100·0	25·57
July 1.....	102·9	103·9	25·49	102·6	103·6	25·82
Aug. 1.....	105·0	108·9	25·69	105·2	107·3	26·06
Sept. 1.....	106·4	109·8	26·04	108·0	110·8	26·22
Oct. 1.....	108·4	113·3	26·37	110·1	115·4	26·80
Nov. 1.....	109·6	117·3	27·02	111·6	120·4	27·59
Dec. 1.....	110·4	119·5	27·32	112·1	123·4	28·15
1942						
Jan. 1.....	108·4	112·3	26·13	111·4	114·6	26·32
Feb. 1.....	108·2	118·5	27·65	113·8	126·3	28·39
Mar. 1.....	109·0	119·4	27·92	116·5	130·2	28·58
April 1.....	108·0	121·6	28·41	118·7	134·3	28·94
May 1.....	109·5	124·0	28·59	120·4	137·3	29·19
June 1.....	112·3	125·5	28·20	122·6	137·6	28·73
July 1.....	114·9	129·7	28·49	124·7	142·0	29·16
Aug. 1.....	116·3	131·8 <sup>1</sup>	28·62 <sup>1</sup>	126·4	143·5 <sup>1</sup>	29·08 <sup>1</sup>
Sept. 1.....	117·3	135·4	29·16	128·3	148·7	29·68

<sup>1</sup> Revised.

110.5 at that date to 117.4 at the beginning of September, or by 6.2 per cent.

The expansion in employment and aggregate payrolls in manufacturing has greatly exceeded that indicated in industry as a whole, the number employed in factories having risen by 28.3 per cent between June 1, 1941, and September 1, 1942, accompanied by a gain of 48.7 per cent in the index of payrolls. The per capita earnings have risen by 16.1 per cent in the same interval. The factors mentioned above as influencing the all-industries statistics operate with greater force in the case of manufacturing.

The durable goods industries have shown particularly noteworthy increases in employment and payrolls in the period from June 1,

1941; the index in the former has risen to 141.8, and that in the latter to 168.7 at September 1, 1942. In the non-durable goods class, the latest index number of employment stood at 116.3 per cent of the June 1, 1941 figure, and that of payrolls, at 127.7.

In considering the marked variations which are found to exist in the average earnings of those employed in the different industrial classes, it must be borne in mind that the sex distribution of workers therein is an important factor, being also frequently associated with variations in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short-time or over-time may

TABLE I—EMPLOYMENT AND EARNINGS

Number of Persons Employed at September 1, 1942, by the Co-operating Establishments and Aggregate and Per Capita Weekly Payrolls of such Employees, together with Index Numbers of Employment and Payrolls as at September 1 and August 1, 1942, and September 1, 1941, based on June 1, 1941 as 100 p.c.

Geographical and Industrial Unit	Number of Employees reported at Sept. 1, 1942	Aggregate Weekly Payrolls at Sept. 1, 1942	Per capita Weekly Earnings at Sept. 1, 1942	INDEX NUMBERS OF					
				Employment			Aggregate Weekly Payrolls		
				Sept. 1 1942	Aug. 1 1942	Sept. 1 1941	Sept. 1 1942	Aug. 1 1942	Sept. 1 1941
<b>(a) PROVINCES</b>									
<b>Maritime Provinces</b>	<b>128,994</b>	<b>3,361,247</b>	<b>26.06</b>	<b>113.0</b>	<b>111.8</b>	<b>107.7</b>	<b>139.5</b>	<b>135.4</b>	<b>115.9</b>
Prince Edward Island	2,174	49,570	22.80	104.5	104.4	121.6	112.2	109.6	124.8
Nova Scotia	76,799	2,120,568	26.91	116.2	115.1	108.3	144.1	141.0	115.7
New Brunswick	48,021	1,191,109	24.80	109.3	107.9	106.5	133.4	127.5	115.4
<b>Quebec</b>	<b>563,558</b>	<b>15,571,233</b>	<b>27.62</b>	<b>122.6</b>	<b>121.7</b>	<b>108.9</b>	<b>145.0</b>	<b>141.0</b>	<b>112.7</b>
<b>Ontario</b>	<b>242,379</b>	<b>22,458,720</b>	<b>30.23</b>	<b>113.0</b>	<b>112.1</b>	<b>104.4</b>	<b>127.5</b>	<b>124.6*</b>	<b>106.7</b>
<b>Prairie Provinces</b>	<b>193,556</b>	<b>5,614,147</b>	<b>29.01</b>	<b>111.5</b>	<b>111.8</b>	<b>106.1</b>	<b>121.4</b>	<b>122.4</b>	<b>108.8</b>
Manitoba	90,384	2,611,402	28.89	110.5	110.7	104.7	121.3	119.2	106.1
Saskatchewan	38,422	1,060,237	27.59	108.9	107.9	103.8	121.0	118.4	106.8
Alberta	64,750	1,942,508	30.00	114.5	116.0	109.7	131.1	129.5	114.0
<b>British Columbia</b>	<b>166,124</b>	<b>5,356,084</b>	<b>32.24</b>	<b>133.0</b>	<b>122.9</b>	<b>111.0</b>	<b>158.0</b>	<b>150.0*</b>	<b>113.6</b>
<b>CANADA</b>	<b>1,795,411</b>	<b>52,361,441</b>	<b>29.16</b>	<b>117.3</b>	<b>116.3</b>	<b>106.4</b>	<b>135.4</b>	<b>131.7</b>	<b>109.8</b>
<b>(b) CITIES</b>									
Montreal	264,655	7,624,179	28.81	123.6	121.8	107.4	144.2	138.9	110.9
Quebec City	34,227	843,384	24.64	146.3	139.6	113.6	177.1	164.0*	117.7
Toronto	235,774	7,073,392	30.00	119.8	117.9	104.0	135.7	131.1	105.4
Ottawa	21,526	555,633	25.81	108.5	108.2	104.1	122.7	120.7	105.8
Hamilton	62,266	1,971,424	31.66	117.8	116.2	104.0	136.0	134.3	108.0
Windsor	40,357	1,599,945	39.64	129.2	128.8	106.3	135.1	128.8*	100.2
Winnipeg	56,039	1,537,460	27.43	110.0	109.2	106.1	119.8	117.3	105.3
Vancouver	81,786	2,564,679	31.36	162.8	156.3	112.3	199.3	186.7*	117.7
<b>(c) INDUSTRIES</b>									
<b>Manufacturing</b>	<b>1,123,270</b>	<b>33,333,167</b>	<b>29.68</b>	<b>128.3</b>	<b>126.4</b>	<b>108.0</b>	<b>148.7</b>	<b>143.5*</b>	<b>110.8</b>
Durable Goods <sup>1</sup>	606,951	19,906,582	32.80	141.8	139.7	107.9	169.4	161.4	112.1
Non-Durable Goods	497,202	12,760,535	25.66	116.3	114.4	108.3	128.1	124.1	109.6
Electric Light and Power	19,117	668,050	34.53	100.2	102.0	103.0	108.5	107.8	100.4
Logging	43,764	1,007,680	23.03	93.2	89.8	88.2	114.9	110.4	91.0
Mining	77,954	2,756,576	35.36	94.1	97.2	102.5	107.3	108.6*	109.3
Communications	28,604	806,305	28.19	110.2	109.8	104.9	114.6	111.6	102.4
Transportation	138,675	4,830,002	34.83	110.9	111.3	106.8	122.0	120.9	110.3
Construction and Maintenance	184,865	5,097,890	27.58	105.0	105.2	110.3	131.2	127.3	115.8
Services	41,924	730,516	17.42	110.1	110.8	107.6	120.1	119.8	107.6
Trade	156,855	3,799,305	24.30	97.1	97.3	100.4	104.2	104.1	103.2
<b>Eight Leading Industries</b>	<b>1,795,411</b>	<b>52,361,441</b>	<b>29.16</b>	<b>117.3</b>	<b>116.3</b>	<b>106.4</b>	<b>135.4</b>	<b>131.7</b>	<b>109.8</b>
Finance	64,148	1,911,891	29.80	107.0	105.4	105.4	110.7	111.1	104.7
<b>Total—Nine Leading Industries</b>	<b>1,859,559</b>	<b>54,273,332</b>	<b>29.19</b>	<b>116.8</b>	<b>115.8</b>	<b>106.3</b>	<b>134.4</b>	<b>131.0*</b>	<b>109.4</b>

<sup>1</sup> This classification comprises the following:—Iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

\* Revised.

also considerably influence the reported aggregates and averages.

### The Course of Wartime Employment

The publication of the statistics at September 1, 1942, presents an opportunity of discussing the effect of three years of warfare upon the Canadian industrial scene, without having to make allowance for the seasonal factors which to a greater or lesser extent affect the value of comparisons of the situation in different months of the year.

During the first 12 months of the war, recorded employment increased by 10 per cent. Following the events climaxed by the fall of France, the rate of industrial activity was greatly accelerated, and by September 1, 1941, the general index had risen to a point 36 per cent above that at the outbreak of hostilities. Further pronounced expansion in succeeding months brought the index to a new maximum of 179·3 at September 1, 1942, when it was 49·9 per cent above the September 1, 1939, index of 119·6. Despite the unprecedentedly high level recently indicated, it is noteworthy that the curve of employment is flattening, the distance between the 1942 and the 1941 curves being considerably less than that between the 1941 and the 1940 curves. This flattening is an obvious development, in view

of the magnitude of the industrial war effort with its consequent depletion of the labour market, together with the absorption of over half a million men in the armed forces.

The monthly surveys show that since the outbreak of war, close on to 600,000 men and women have been added to the working forces of the firms\* furnishing current statistics of employment; other establishments may also have increased their personnel, although it is highly probable that recent events have, on the whole, reacted unfavourably upon the smaller businesses. The addition of approximately 600,000 workers to the numbers in recorded employment, together with the enlistment of over 500,000 men in the various services in the space of three years, has occasioned profound changes in the industrial and occupational distributions of the Canadian population. The principal sources from which these accessions to the industrial payrolls have been drawn are as follows: (a) unemployed workers, (b) the own-account and small employer classes, (c) agriculture, (d) homemakers and other women, (e) adolescents, who under normal conditions would probably continue at school for a year or two longer, or possibly for a lengthier period. At the

\*i.e., those ordinarily having 15 employees and over.

TABLE II—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

(AVERAGE CALENDAR YEAR 1926=100)

	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Sept. 1, 1927.....	111·0	112·2	.....	.....	.....	110·5	110·5	114·4	.....	.....	.....	108·7
Sept. 1, 1928.....	119·1	115·4	.....	.....	.....	115·7	119·5	127·8	.....	.....	.....	115·5
Sept. 1, 1929.....	126·8	127·3	.....	.....	.....	120·5	126·9	143·5	.....	.....	.....	121·5
Sept. 1, 1930.....	116·6	122·5	.....	.....	.....	113·6	113·6	129·8	.....	.....	.....	114·6
Sept. 1, 1931.....	107·1	102·7	.....	.....	.....	109·8	100·7	130·0	.....	.....	.....	96·6
Sept. 1, 1932.....	86·0	87·8	.....	.....	.....	85·3	85·1	91·6	.....	.....	.....	82·8
Sept. 1, 1933.....	88·5	91·5	.....	.....	.....	87·0	88·1	90·7	.....	.....	.....	89·2
Sept. 1, 1934.....	98·8	101·8	.....	.....	.....	95·4	103·3	92·9	.....	.....	.....	96·2
Sept. 1, 1935.....	102·7	107·0	.....	.....	.....	99·3	103·9	100·5	.....	.....	.....	108·0
Sept. 1, 1936.....	107·1	114·4	.....	.....	.....	103·0	108·1	107·4	.....	.....	.....	109·3
Sept. 1, 1937.....	1·3·2	135·4	87·9	133·5	140·5	124·5	125·0	109·4	100·2	128·3	111·0	121·2
Sept. 1, 1938.....	115·1	113·2	112·7	122·2	102·4	118·1	115·0	112·2	100·6	136·2	114·2	112·0
Sept. 1, 1939.....	119·6	116·4	111·6	125·6	105·3	128·5	116·2	114·0	104·2	128·9	119·2	116·6
Sept. 1, 1940.....	131·6	127·3	117·0	136·7	116·4	136·4	134·8	117·0	109·1	119·3	127·8	126·7
Sept. 1, 1941.....	162·7	164·1	130·2	182·1	143·8	169·9	169·0	136·1	130·5	132·2	147·5	149·8
Jan. 1, 1942.....	165·8	183·9	118·9	204·5	162·2	175·0	172·7	131·4	127·2	119·6	145·7	142·6
Feb. 1.....	165·4	178·8	115·1	202·4	153·4	176·7	173·3	126·8	123·3	109·9	143·2	140·5
Mar. 1.....	165·1	159·3	112·9	172·8	145·4	178·6	174·4	126·1	123·9	108·8	141·0	143·1
April 1.....	165·2	155·6	92·0	175·0	135·3	176·8	174·8	127·2	125·5	112·9	139·4	149·6
May 1.....	167·4	156·7	94·4	179·3	132·3	177·9	175·9	130·9	129·1	118·5	141·9	158·8
June 1.....	171·7	166·1	107·0	185·2	145·9	182·8	178·5	137·4	133·0	132·0	147·9	161·9
July 1.....	175·7	177·2	117·0	199·7	153·0	187·1	181·1	139·4	135·3	131·6	150·9	167·9
Aug. 1.....	177·8	170·4	111·8	193·3	145·6	191·4	181·5	143·5	138·0	137·5	156·0	175·3
Sept. 1.....	179·3	172·2	111·9	195·1	147·5	192·8	183·0	143·1	137·8	138·8	154·0	179·4
Relative weight of Employment by Provinces and Economic Areas as at Sept. 1, 1942	100·0	7·2	0·1	4·4	2·7	31·4	41·4	10·8	5·1	2·2	3·6	9·2

NOTE.—The relative weight, as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

other end of the scale, many older men and women are undoubtedly prolonging their period of service beyond the usual retirement age. The armed services, in addition to drawing upon most of the above reservoirs for recruits, have of course also taken very large numbers of persons from their former employment in industry.

An extremely large proportion of the persons employed by industry since the outbreak of war have been absorbed by manufacturing establishments, in which the index of employment has risen by 87 per cent between September 1, 1939, and September 1, 1942. The gain in the non-manufacturing classes as

TABLE III.—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

Industries	<sup>1</sup> Relative Weight	Sept. 1 1942	Aug. 1 1942	Sept. 1 1941
<b>Manufacturing</b>	<b>62.6</b>	<b>215.6</b>	<b>212.4</b>	<b>181.4</b>
Animal products—edible	2.0	181.3	183.5	192.1
Fur and products	0.2	125.2	123.0	124.3
Leather and products	1.6	138.6	137.3	142.0
Boots and shoes	1.0	127.7	128.1	134.7
Lumber and products	3.7	124.1	126.5	128.0
Rough and dressed lumber	2.3	114.8	117.9	121.7
Furniture	0.5	112.2	112.5	116.2
Other lumber products	0.9	170.1	172.1	161.9
Musical instruments	0.1	41.8	41.6	92.9
Plant products—edible	3.0	168.2	155.3	172.2
Pulp and paper products	4.7	134.5	133.8	133.6
Pulp and paper	2.2	127.9	127.4	126.5
Paper products	0.8	188.5	182.6	181.4
Printing and publishing	1.7	124.6	125.4	126.5
Rubber products	0.9	128.0	126.6	139.1
Textile products	8.1	166.9	165.8	163.0
Thread, yarn and cloth	3.0	176.8	177.0	173.7
Cotton yarn and cloth	1.4	127.4	128.0	128.5
Woollen yarn and cloth	0.7	200.0	202.5	189.9
Artificial silk and silk goods	0.6	600.6	592.7	591.9
Hosiery and knit goods	1.2	134.4	137.9	144.2
Garments and personal furnishings	2.9	171.9	167.4	161.8
Other textile products	1.0	174.5	172.0	164.9
Tobacco	0.6	129.9	132.2	112.9
Beverages	0.7	243.7	242.9	222.1
Chemicals and allied products	4.1	594.2	583.3	383.5
Clay, glass and stone products	0.8	134.1	135.1	135.4
Electric light and power	1.1	150.2	152.9	155.2
Electrical apparatus	2.1	262.5	256.4	225.1
Iron and steel products	24.1	318.8	312.4	220.8
Crude, rolled and forged products	1.8	249.9	248.6	226.4
Machinery (other than vehicles)	1.5	256.1	256.6	223.4
Agricultural implements	0.6	135.7	139.3	104.8
Land vehicles	3.8	249.8	243.5	190.1
Automobiles and parts	2.4	296.7	293.1	247.9
Steel shipbuilding and repairing	3.0	1,192.8	1,145.8*	494.6
Heating appliances	0.3	155.9	157.5	165.0
Iron and steel fabrication (n.e.s.)	1.2	327.1	317.8*	246.8
Foundry and machine shop products	0.9	298.6	293.6	241.8
Other iron and steel products	6.0	514.8	505.2	291.7
Non-ferrous metal products	3.0	355.2	350.2*	297.5
Non-metallic mineral products	0.9	204.7	202.5	189.2
Miscellaneous	0.9	360.2	351.1	237.7
Logging	2.4	147.5	142.1	139.6
Mining	4.4	166.3	172.3	181.6
Coal	1.4	90.6	92.8	94.9
Metallic ores	2.4	324.9	349.7	377.5
Non-metallic minerals (except coal)	0.6	165.9	167.7	164.2
Communications	1.8	167.1	166.7	162.0
Telegraphs	0.4	129.8	127.3	126.5
Telephone	1.2	101.9	101.1	95.4
Transportation	7.7	110.8	110.4	105.9
Street railways	2.1	150.5	157.0	153.2
Steam railways	4.2	95.2	96.9	90.0
Shipping and stevedoring	1.4	110.0	108.7	111.4
Construction and Maintenance	10.3	146.5	146.8	153.9
Building	4.1	167.5	164.8	158.2
Highway	3.8	172.9	172.3	203.4
Railway	2.4	101.0	104.9	104.3
Services	2.3	188.2	189.4	182.9
Hotels and restaurants	1.4	184.6	186.1	181.5
Personal (chiefly laundries)	0.9	194.3	195.1	188.1
Trade	8.7	152.3	152.5	157.5
Retail	6.6	158.8	159.0	163.2
Wholesale	2.1	135.0	135.4	142.3
All Industries	100.0	179.3	177.8	162.7

<sup>1</sup> The relative weight shows the proportion of employees reported in the indicated industry, to the total number of employees reported in Canada by the firms making returns at the date under review.

\* Revised.

whole has amounted only to 12·6 per cent in the three years.

Within the manufacturing group, employment in the production of durable goods has shown particularly impressive expansion. The index has risen from 100·4 at the beginning of the war, to 261·0 at September 1, 1942, or by 160 per cent. Even greater than this gain, has been that of almost 239 per cent in employment in iron and steel plants. The non-ferrous metals and electrical apparatus divisions have likewise afforded work to a substantially greater number of persons now mainly producing to meet war-time demands. The lumber and clay, glass and stone groups, two of the remaining three in the durable goods category, have shown increases in the last three years which are considerable, though on a much smaller scale than those previously mentioned.

The advances in the non-durable goods classes have resulted partly from the manufacture of commodities required in the prosecution of the war and in the equipment and maintenance of the armed forces in Canada and abroad, but are also partly due to increased civilian consumption consequent upon an exceptionally high level of employment and payrolls. As a result of these factors, employment in the production of non-durable goods as a whole has risen by 42½ per cent in the 36 months. Much of the gain has taken place in the chemical group, the manufacture of explosives and ammunition constituting a very important part of the war program. Excluding chemicals, the growth in the index for the light manufacturing classes between September 1, 1939 and September 1, 1942, amounts only to 28·6 per cent, rather than to 42·5 per cent already given for the non-durable goods as a whole. Manufacturers of textile, food, pulp and paper and other products have all provided employment for many men and women than were engaged in these industries at the outbreak of war. The production of miscellaneous manufactured products has also greatly increased, with the development of plants producing various types of scientific equipment, which, owing to the mixed origin of the component parts, are classed industrially in the miscellaneous group.

At September 1, 1939, the number of persons employed by the co-operating manufacturers throughout the Dominion comprised 50·7 per cent of the total employees reported by establishments in the eight leading industrial groups—manufacturing, logging, mining, communications, transportation, construction, service and trade. By September 1, 1942, this proportion had grown to 62·6 per cent of the much

larger number of persons employed in the eight industries in the Dominion.

In the non-manufacturing industries, employment in logging, communications, transportation, services and trade was at a considerably higher level than at September 1, 1939. In each of these except trade, the improvement has been progressive, although the rate of gain from 1940 to 1941 generally exceeded that since indicated. On the other hand, employment in trade in recent months has slackened, partly as a result of the stringent labour market, and partly because the virtual disappearance of various lines of manufactured goods from the market has removed the need for the services of salesmen. Nevertheless, the index number of employment in trade at September 1, 1942, was higher by 12·9 per cent than at that date in 1939; in 1941, the gain over 1939 had amounted to 16·8 per cent.

Mining, in which the index at September 1, 1941, had risen to a point 8·1 per cent higher than in the first 12 months of the war, has since been curtailed, showing a fractional decline at the latest date from the September 1, 1939, figure. Building and railway maintenance work were more active at the close of the third year of the war than at the beginning, but highway work showed a falling-off. This was largely due to the postponement of all but essential work until the end of the war, while in 1939 a considerable program of unemployment relief work was under way. A very large proportion of the employment now being afforded in building and also in road construction and maintenance directly results from the war effort.

Each of the provinces has shown considerable expansion since the outbreak of hostilities, and in the more highly industrialized provinces of Quebec, Ontario and British Columbia being particularly great. However, the gains elsewhere indicated have also been substantial.

The growth of industrial employment in the eight leading industrial cities in the last three years has rather exceeded that generally reported in the Dominion. An index constructed for these centres taken as a unit, stands at 184·8, as compared with the Canada index of 179·3 at September 1, 1942. At the beginning of September, 1939, the cities' index was 109·4, while that in the country as a whole was 119·6. Where 39 per cent of all those on the staffs of the co-operating establishments belonged in these eight cities when war was declared, some 44 per cent of the much greater Dominion total are now employed therein, a concentration which accounts for the acute housing situation in the larger cities.

### Employment and Payrolls by Industries

*Manufacturing.*—For the eighth successive month, employment and payrolls\* in manufacturing showed expansion; the advance in employment substantially exceeded the usual increase at September 1 in pre-war years, but was smaller than at that date in either 1940 or 1941. The distribution of the gains also differed from the normal; those in the durable goods group were considerably above average, while those in the production of non-durable goods were less than usual for the season.

Information was furnished by 7,341 manufacturers, whose staffs aggregated 1,123,270; as compared with 1,106,427 at August 1; this was an increase of 16,843, or 1·5 per cent. The amounts disbursed in weekly payrolls rose from \$32,169,579\* at the beginning of August to \$33,333,167, at September 1; the difference was \$1,163,588, or 3·6 per cent. As already stated, the payment of the higher cost-of-living bonus contributed largely to this important increase, but there were also variations in earnings due to overtime work and to vacations; in some instances, the latter factor caused a falling off in the payrolls, but in a greater number of cases, the resumption of operations following vacations resulted in higher salaries and wages. The per capita average rose from \$29.08\* at August 1, to \$29.68 at the date under review; that at September 1, 1941, was \$26.22.

The index number of employment in manufacturing at the date under review stood at 215·6 per cent of the 1926 average. The August 1 figure was 212·4, while that at September 1 of last year was 181·4. The latest index was the maximum in the record. Since the increase from the preceding month was above normal, the seasonally adjusted index showed a further upward movement, rising from 207·7 at August 1 to 209·6 at the beginning of September.

The concentration of workers in the iron and steel group continued at the date under review, when the co-operating establishments reported the addition of 8,611 men and women to their personnel. The increase was the largest at September 1 in the 22 years of the record, but was rather smaller than that indicated in immediately preceding months. The manufacture of electrical apparatus and non-ferrous metal products also showed substantial advances. Considerable expansion was indicated in vegetable food factories; there were smaller but nevertheless important gains in leather, pulp and paper, rubber, textiles, chemical and miscellaneous non-metallic mineral groups, and in miscellaneous manufactured products. In food and textile plants the im-

provement was not equal to that usually noted at the beginning of September. Animal food, lumber and clay, glass and stone plants, on the other hand, released employees; the seasonal losses were rather above normal.

The unadjusted indexes of employment in manufacturing at September 1 in recent years, based on the 1926 average as 100, are as follows:—1942, 215·6; 1941, 181·4; 1940, 139·4; 1939, 115·3; 1938, 113·8; 1937, 121·2 and 1936, 105·9. For September 1, 1941, 6,958 manufacturing establishments had reported 943,117 men and women on their staffs.

The persons in recorded employment in manufacturing establishments at September 1 received the sum of \$33,333,167 for services rendered during the week preceding; this represented a pay envelope of \$29.68 for the average worker. The latter figure was higher by 60 cents than that indicated at August 1, 1942, and exceeded by \$3.46 the average of \$26.22 at September 1, 1941.

Based on the weekly salaries and wages paid by the co-operating establishments on or about June 1, 1941, as 100 per cent, the index of payrolls at September 1, 1942, stood at 143·7, as compared with 143·5\* at August 1, 1942, and 110·8 at September 1, 1941. The increase of 34·2 per cent in the reported payrolls at the date under review as compared with twelve months earlier, considerably exceeds that of 18·9 per cent in the number of persons employed by the co-operating manufacturers. As elsewhere given, the main reasons for this disparity, are first, the growing concentration of workers in the more highly paid heavy industries, together with a considerable amount of overtime work for such classes, and secondly, the wide application of the method of meeting the increased cost-of-living by the payment of a bonus under the terms of P.C. 8253 of October 24, 1941, together with the general increases in this allowance since its institution, notably that authorized for the first pay period after August 15 of the present year. The importance of the first of these factors is emphasized by the fact that the September 1 index number of payrolls in the durable goods group stood at 168·7, or 50½ per cent higher than at the same date of 1941, while that in the non-durable goods, at 127·7, showed an increase of 16·6 per cent; the index of employment in the heavy industries in the same period has risen by 31·4 per cent, as compared with the gain of just over seven per cent in that for the light manufacturing industries.

\*Revised.

During the period for which statistics of payrolls are available, there have been especially noteworthy increases in the salaries and wages reported in the non-ferrous metal, chemical, iron and steel, miscellaneous manufactured products, electrical apparatus and equipment and beverage industries. These gains have been associated with important advances in employment; in most instances, however, the percentage rise in the latter has been proportionately less than that in the payrolls, with the results that, despite the continued dilution of labour, the average per capita earnings in these industries are higher than they were at the beginning of September, 1941. This statement, indeed, applies to the majority of manufacturing classes.

**Logging.**—There was a moderate seasonal increase in employment in the bush at the beginning of September; the gain was rather below average for the time of year. Data were received from 437 firms having 43,764 employees at September 1, as compared with 42,165 in their last report. Employment generally was brisker than at the beginning of September in any other year of the record. The index, at 147.5, was 5.7 per cent higher than at the same date in 1941, while there was a rise of 26.3 per cent in the reported weekly payrolls in the same period. The earnings aggregated \$1,007,680 at September 1, as compared with \$968,955 at the beginning of August.

The per capita average earnings at the date under review were \$23.03, five cents more than the average paid on or about August 1; it is probable that many of the additional workers were not employed throughout the pay period covered in the survey, a factor which tends to lower the indicated earnings in a period of seasonal change, and which no doubt largely offsets the effect of the increased cost-of-living bonus authorized from August 15. In considering the figures of aggregate and average earnings in logging, it must be recalled that they do not include the value of board and lodging, frequently a part of the remuneration of workers engaged in bush operations.

**Mining.**—Further curtailment of mining operations was reported at September 1; the 427 employers then furnishing information had a combined working force of 77,954 persons, 2,564 fewer than at the beginning of August. All three branches of the industry released workers; there was a small decline in quarrying, with a moderate reduction in the coal-fields, and a considerable loss in the extraction of metallic ores, notably of gold.

The index of employment in the mining group at September 1 was 166.8, as compared

with 181.6 at the same date in 1941. This was a decline of 8.9 per cent.

The payrolls reported at the latest date amounted to \$2,756,576, as compared with \$2,789,149 indicated in the preceding period of observation. The falling-off was thus 1.2 per cent, while that in the number of employees was 3.2 per cent. As a result of this disparity in the percentage rates, the per capita average earnings were higher, rising from \$34.64\* at August 1, to \$35.36 at the beginning of September.

**Communications.**—Slight improvement of a seasonal character was recorded in the communication group as a whole at September 1. The increase, which was rather smaller than usual for the time of year, took place in the telegraph division, telephones releasing a small number of persons. The reported employees numbered 28,804, and their weekly payrolls amounted to \$806,305. At August 1, the number of workers on the staffs of the communications division was given as 28,512, earning \$785,657. The increase in employment was 0.3 per cent and that in salaries and wages, 2.6 per cent. The per capita average rose from \$27.56 at August 1, to \$28.19 at the first of September. Based on the 1926 average as 100, the latest index of employment was 107.1; this was five per cent higher than at September 1, 1941. The index number of payrolls has risen in the twelve months by 11.9 per cent.

**Transportation.**—There was a contraction in transportation as a whole; street railway operation, cartage and storage and shipping and stevedoring were more active, but employment in steam railway operation was quieter. The general decline in the group was counter-seasonal. Nevertheless, employment was brisker than at September 1 in any other year since 1929. The latest index was 110.0, compared with 105.9 at September 1, 1941. The staffs of the 563 firms and branches furnishing returns totalled 138,675, as compared with 139,151 at August 1. The weekly salaries and wages disbursed at September 1 were given as \$4,830,002; this was one per cent higher than the August 1 payroll of \$4,784,427. The average per capita weekly earnings rose from \$34.38 at August 1 to \$34.83 at the date under review. As compared with September 1, 1941, there was an increase of 3.9 per cent in employment and of 10.6 per cent in the index of aggregate payrolls in transportation.

**Construction and Maintenance** showed a seasonal decline of about normal proportions, according to the experience of the years since 1920. Building and highway work were rather

brisker, but the construction and maintenance departments of the railways released employees. Statistics were tabulated from 1,500 contractors with a total working force of 184,865, as compared with 185,136 at August 1. This was a decrease of 271 employees, or 0·1 per cent. The reported weekly payrolls, however, were higher by three per cent. The latest aggregate was \$5,097,890. The increase was partly due to overtime work, together with the payment of the cost-of-living bonus at a higher rate. The per capita average earnings rose from \$26.72 paid at August 1, to \$27.58 at the date under review.

The index in construction was lower than at the beginning of September of last year, when it stood at 153·9, as compared with the latest figure of 146·5. The decline amounted to 5·1 per cent while there was an increase of 13·3 per cent in the reported payrolls in the 12 months.

*Services.*—There was a contra-seasonal slackening in activity in services at September 1, when the 615 co-operating establishments reported 41,924 men and women on their payrolls, as compared with 42,197 in the preceding month. In spite of this loss in employment, there was a slight increase in the salaries and wages disbursed at the beginning of September. These aggregated \$730,516, as compared with \$728,511 at August 1.

As compared with September 1, 1941, there was a gain of 2·3 per cent in employment at the date under review; the increase in the reported payrolls in the 12 months was 11·6 per cent. The per capita average earnings, at \$17.42 at the beginning of September, were higher by 16 cents than at August 1. At September 1, 1941, the average was \$15.96. Attention must be drawn to the fact that in hotels and restaurants, as in logging, many of those employed receive board and lodging as part of their remuneration; the former division constituted some 62 per cent of the total reported in the service division as a whole at the beginning of September.

*Trade.*—There was a further falling-off in employment in trading establishments at September 1; the decline (the third in succession) was contra-seasonal in the experience of the years since 1920. A personnel of 156,355 was reported by the 2,198 co-operating employers, who had had 156,598 employees at the beginning of August. The payrolls disbursed by these employers rose slightly, from \$3,796,846 at that date to \$3,799,305 at September 1. This disparity in the trends resulted in a rather higher per capita average, which stood at \$24.30 at the latest date, as compared with \$24.25 in the preceding report.

The latest index number of employment : trade was 152·3 per cent of the 1926 base this was lower by 3·3 per cent than that indicated at the same date in 1941, but there was an increase of one per cent in the year in the index of payrolls.

*Financial Institutions.*—Statistics were tabulated from 755 banks, trust companies, insurance companies and other financial institutions whose staffs aggregated 64,148, an increase of 941 as compared with August 1. The salaries and wages paid these employees amounted to \$1,911,891, giving a per capita weekly average of \$29.80, as compared with \$30.34 in the last report. Employment in financial institutions was greater by 1·5 per cent than at September 1, 1941, while the index number of payrolls was higher by 5·5 per cent.

#### Employment and Payrolls by Economic Areas

Employment was brisker in all provinces except Manitoba and Alberta. The largest numbers added to the personnel were in Quebec, Ontario and British Columbia. The last-named also showed the greatest percentage gain. In all provinces except Prince Edward Island, industrial activity was at a higher level than at September 1, 1941. The aggregate weekly salaries and wages disbursed at the date under review were generally greater in all sections of the country. The per capita averages were also higher in each of the provinces than at either August 1, 1942, or September 1, 1941.

*Maritime Provinces.*—A contra-seasonal increase in employment was indicated in the Maritime Provinces at the beginning of September, when 942 firms reported the employment of 128,994 men and women, 1,354 more than at August 1. The index of employment stood at 172·2, as compared with 164·1 at the beginning of September, 1941. Nova Scotia and New Brunswick showed improvement, while there was no general change in Prince Edward Island.

Manufacturing afforded rather more employment in the Maritime Provinces as a whole; most of the gain was in pulp and paper and iron and steel plants, while animal food and textile factories were quieter. Logging, mining and trade also released employees. The other non-manufacturing classes reported greater activity; the advances in transportation and construction were considerable.

The weekly payrolls disbursed at September 1 amounted to \$3,361,247, an increase of three per cent from the wage payments reported by the same firms at August 1. This considerable gain resulted in a higher average pay envelope, which rose from \$25.58 paid on or about

August 1, to \$26.06 at September 1, 1942. The average at the same date in 1941 had been \$22.68. In the last twelve months, the index of payrolls in the Maritime Provinces has risen by 20.4 per cent, while that of employment has increased by 4.9 per cent. The number of persons on the payrolls of the 900 firms then furnishing data was 122,762.

**Quebec.**—Continued but smaller additions to the working forces were reported in Quebec; the 3,325 employers from whom returns were received had a staff of 563,858 persons at September 1, compared with 559,823 in their last report. This increase was smaller than that indicated at September 1 in any of the three immediately preceding years.

The weekly earnings paid on or about September 1 amounted to \$15,571,233; the total reported at August 1 had been \$15,144,027. There was accordingly a gain of 2.8 per cent in this comparison. The per capita average reported at September 1 was \$27.62, 57 cents higher than that at the beginning of August, 1942, and \$3.25 above the September 1, 1941, average of \$24.37. The index number of employment, at 192.8, was 13½ per cent higher than at September 1 of last year. The increase in the indicated payrolls in the 12 months was 28.7 per cent.

Important expansion was reported in manufacturing at the date under review, there being considerable gains in iron and steel, textile and chemical plants, with smaller advances in lumber, rubber, tobacco, electrical apparatus and non-ferrous metal factories. Logging and trade also afforded more employment. On the other hand, transportation and construction released fairly large numbers of men, and there was a falling-off in communications and services.

At September 1, 1941, 3,159 establishments had reported a personnel of 495,220 men and women, an increase of 6,600 from August 1.

**Ontario.**—For the eighth consecutive month, there was an expansion in industrial activity in Ontario. The increase was not equal to that indicated at September 1, 1941, although it exceeded the usual gain at that date in the years since 1920. Data were tabulated from 5,665 firms having 742,879 employees, compared with 736,721 in the preceding month. This was a gain of 0.8 per cent. The reported payrolls were also higher, showing an increase of 2.3 per cent; the total was \$22,458,720, as compared with \$21,953,998 at August 1. The September 1 per capita average was \$30.23, as compared with \$29.80 at August 1, 1942, and \$27.34 at the beginning of September, 1941. The index of employment, at 183.0 at September 1, reached a new maximum, being slightly higher than that of 181.5 at August

1, and 8.3 per cent above the September 1, 1941, figure of 169.0. The latest index of earnings was 19.5 per cent higher than a year ago.

The number of persons engaged in manufacturing operations in Ontario showed a substantial increase; the largest additions to the working forces were in iron and steel and vegetable food factories, some 3,900 and 4,000 men and women having been taken on in those industries, respectively. Smaller gains took place in the leather, pulp and paper, chemical, electrical apparatus, non-ferrous metal and miscellaneous manufactured products divisions. Lumber, textile, and clay, glass and stone plants, however, released some employees. In the non-manufacturing groups, gold mining, construction, services and trade showed curtailment, while transportation was more active. Little general change was indicated in logging and communications.

At September 1, 1941, 5,469 employers had reported an aggregate working force of 685,679, this was 10,845 more than the number they had employed at August 1, 1941.

**Prairie Provinces.**—Industrial activity declined in Manitoba and Alberta, but slightly gained in Saskatchewan at September 1. On the whole, there was a moderate recession in employment in the Prairie Area, but the payroll disbursements were higher. Returns were received from 1,813 employers with a combined staff of 193,556 men and women; this was 586 fewer than at August 1. The weekly salaries and wages disbursed at the beginning of September were reported at \$5,614,147, 1.6 per cent higher than the sum of \$5,523,814 distributed by the same firms at the beginning of August. The per capita average earnings also advanced, rising from \$28.45 at August 1 to \$29.01 at the date under review.

In the last 12 months, industrial employment in the Prairie Provinces taken as a unit has increased by 5.1 per cent, and there has been a gain of 14.3 per cent in the reported weekly payrolls.

Most of the contractions in employment in the Prairie Area at September 1, 1942, as compared with August 1 took place in railway construction and maintenance. Steam railway operation, services, logging and retail trade also released employees. On the other hand, manufacturing (notably of iron and steel products) was brisker; local transportation and storage, building and highway construction work and wholesale also showed heightened activity.

**British Columbia.**—Firms in British Columbia reported further additions to their working forces at September 1; although the improvement was on a smaller scale than that recently

recorded, it was above-average for the season of the year, resulting in the establishment of a new high index. Mining, transportation and trade reported a falling-off, but in other industrial groups the trend was upward. There were moderate gains in logging, communications and services, with larger advances in manufacturing and construction. In the former class, there was further important expansion in iron and steel and food factories; the increases in non-ferrous metal, electrical apparatus and miscellaneous non-metallic mineral plants were smaller. Considerable curtailment, on the other hand, was noted in lumber mills.

The working force of the 1,388 employers furnishing data in British Columbia rose from 162,378 in the preceding month, to 166,124 at the beginning of September. The payrolls disbursed by these establishments at the latter date aggregated \$5,356,094, as compared with \$5,084,157 at August 1. The latest per capita average was \$32.24, 93 cents higher than in the preceding report. At September 1 of last year, 1,324 firms had made returns, showing an aggregate staff of 138,400. The contents of the typical pay envelope had then been \$27.48. In the last 12 months, the index of payrolls has risen by 39.1 per cent while that of employment, at 179.4 at September 1, 1942, was 19.8 per cent higher than at the same date of 1941. The latest figure is the highest in the employment record of over 21 years.

#### Employment and Payrolls by Cities

Industrial activity increased in each of the eight cities for which statistics are currently tabulated. The largest advances were in Montreal, Quebec, Toronto and Vancouver; those in Hamilton and Winnipeg were also considerable, while the improvement in Ottawa and Windsor was moderate.

The sums distributed in these centres in weekly payrolls at September 1 were decidedly higher than at August 1. In most cases, the gains in the earnings were relatively greater than those in the number of employees, so that the per capita averages were also higher than at August 1. In Hamilton, however, the per capita average was slightly lower, partly as a result of a loss in earnings during vacation. In the eight centres, employment and payrolls were considerably higher than at September 1, 1941.

*Montreal.*—Further important advances were reported in Montreal. These took place mainly in manufacturing, tobacco, textile, chemical, electrical apparatus and iron and steel plants showing the largest gains. The trend was also upward in trade, but transportation and construction were quieter.

Little general change took place in the remaining industries.

Statistics were tabulated from 1,938 employers with 264,655 men and women on their staffs at September 1, compared with 260,980 at the beginning of August. The weekly payrolls disbursed by these establishments at September 1 aggregated \$7,624,179; this was an increase of 3.8 per cent over the amounts distributed by the same firms on or about August 1. The gain in the number in recorded employment was 1.4 per cent. As a result of this disparity in the percentages, there was a considerable rise in the per capita average; at \$28.81 at September 1, this was 67 cents higher than that reported at the beginning of August, being also the highest in the record going back to June 1, 1941.

The index of employment has risen by 15 per cent in the last 12 months, accompanied by a gain of 30 per cent in the reported payrolls in the same period. The per capita average earnings at September 1, 1941, had averaged \$25.45. The 1,833 firms then reporting had employed 229,674 persons; the index was then much lower, having been 151.6, as compared with 174.4 at the date under review, the peak figure in the record.

*Quebec City.*—There was an increase of 1,579, or 4.8 per cent, in the number of persons on the payrolls of the 230 employers furnishing data in Quebec. They reported 34,227 workers at September 1; the indicated weekly payrolls aggregated \$843,384. As compared with \$781,297 disbursed at August 1, this was an increase of 7.9 per cent. The weekly average, at \$24.64, was the highest to date. The August 1, 1942 average had been \$23.86, while the September 1, 1941, figure was \$21.53. There were important increases in employment at the date under review in manufacturing, mainly in iron and steel and chemical factories. Construction was also more active, and minor improvement was shown in trade.

The 219 firms furnishing statistics for September 1, 1941, had a combined working force of 25,821. The index of employment then stood at 186.2, as compared with 239.8 at September 1, 1942. This is an increase of 28.8 per cent. The gain in the indicated payrolls in the 12 months was 50.5 per cent.

*Toronto.*—Employment in Toronto resumed its upward movement at September 1, when the 1,996 co-operating firms reported a working force of 235,774 men and women, as compared with 232,372 at August 1. Curtailment was indicated in building construction, services and trade; there was a slight gain in transportation, while manufacturing showed considerable expansion. There were large increases in iron and steel works, together with smaller advances in printing and pub-

lishing, chemical, electrical apparatus, miscellaneous manufactured products and other classes.

The weekly payrolls reported by the employers furnishing data amounted to \$7,073,892, as compared with \$6,836,989 paid on or about August 1, 1942. The index of employment at the latest date, at 183·6, was the highest in the record, exceeding by 15·1 per cent the September 1, 1941, index of 159·5. The reported payrolls have risen by 28·7 per cent in the 12 months.

The per capita weekly earnings averaged \$30 at September 1, as compared with an average of \$29.42 at August 1, 1942; the September 1, 1941, figure had been \$26.80. The number of persons then employed by the 1,888 co-operating establishments was 204,647.

*Ottawa.*—The trend of employment in Ottawa continued upward, although the gain was not large. The 248 employers making returns had 21,526 employees, 51 more than in the preceding month. The reported salaries and wages aggregated \$555,633, a per capita average of \$25.81. This was 37 cents higher than the August 1 average of \$25.44, while the September 1, 1941, figure had been \$23.41. Slight changes only were indicated in the various industrial groups. Trade and communications afforded rather more employment, while manufacturing, construction and services were quieter.

The index of employment in Ottawa, at 163·4, was 4·2 per cent higher than at September 1, 1941, while there was an increase of 16 per cent in this comparison in the index of payrolls. The 243 establishments co-operating at September 1, 1941, had employed 20,660 workers.

*Hamilton.*—Industrial activity showed expansion in Hamilton at September 1, according to statistics compiled from 347 firms with a staff of 62,266 men and women, as compared with 61,426 at August 1. The weekly payrolls disbursed on or about September 1 amounted to \$1,971,424; this was an increase of 1·3 per cent over the salaries and wages paid at August 1 by the same employers. The gain in employment was 1·4 per cent. The per capita average earnings slightly declined from \$31.70 at August 1 to \$31.66 at the beginning of September; in some cases, vacations during the pay period coming under observation had lowered the reported payrolls. The figure at the same date of last year had been \$28.45.

Substantial gains were recorded in manufacturing at September 1; most of this took place in iron and steel plants. Transportation and trade also showed moderate improvement. On the other hand, there was a falling-off in construction.

At September 1, 1941, 340 reports had been tabulated, showing a personnel of 54,952 men and women. In the 12 months, the index of employment has risen by 13·2 per cent, while that of payrolls has risen by 25·9 per cent. The latest index of employment (viz., 190·7), is the highest in the record.

*Windsor.*—There was a further but smaller increase in employment in Windsor at September 1, when the 206 co-operating employers reported a staff of 40,357, or 112 more than at August 1. The amount paid these persons as weekly earnings was \$1,599,945, compared with \$1,525,187<sup>1</sup> in the last report. The September 1 per capita average was \$39.64, as compared with that of \$37.90<sup>1</sup> paid to the typical individual in recorded employment at August 1. The increase in employment at the beginning of September was mainly in iron and steel plants; food factories released workers, while the changes in other industries were slight.

The 200 establishments furnishing data at September 1, 1941, had reported 33,208 employees. The later index, at 297·0, was the maximum in the record, exceeding by 21·5 per cent that at the beginning of September, 1941. The index number of payrolls has advanced by 34·8 per cent over the twelve months.

*Winnipeg.*—Industrial activity continued to gain in Winnipeg. The improvement took place largely in the manufacture of iron and steel, food and pulp and paper products, and in construction. On the other hand, wholesale trade was quieter. A working force of 56,039 persons was employed by the 561 firms whose returns were tabulated, and who had reported a staff of 55,648 at August 1. There was thus an increase of 0·7 per cent in employment; this was accompanied by that of 2·2 per cent in the weekly wage disbursements, which amounted to \$1,537,460 at September 1. The per capita average rose from \$27.04<sup>1</sup> at August 1, to \$27.43 at the beginning of September.

The latest index number of employment was 134·4, the highest to date; it was 3·7 per cent above the September 1, 1941, figure of 129·6. The increase in the index of payrolls over the twelve months has amounted to 13·8 per cent. The 555 employers whose statistics had been tabulated at September 1, 1941, had reported 54,027 men and women on their payrolls. The indicated per capita weekly average earnings had then been \$24.98.

*Vancouver.*—The upward movement in Vancouver which has been in evidence without interruption since January 1, 1941, continued at the beginning of September. The

<sup>1</sup> Revised.

greatest expansion was in manufacturing, mainly in iron and steel, although there were smaller gains in food and electrical apparatus factories. Construction and services also showed improvement, that in the former being considerable. Transportation and trade, however, were quieter.

The employees of the 608 co-operating firms numbered 81,786, compared with 78,543 at August 1. The latest index, at 231·0, was 44·9 per cent higher than that of 159·4 at

September 1, 1941. The persons in recorded employment at the date under review were paid the sum of \$2,564,679 in weekly salaries and wages. The index of payrolls has risen by 69·3 per cent since September 1, 1941.

The per capita average, at \$31.36, at the beginning of September, 1942, compared favourably with those of \$30.58 at August 1, 1942, and \$26.55 at September 1, 1941. The 584 establishments then furnishing information had employed 56,175 persons.

### Unemployment in Trade Unions at the close of September, 1942

Unemployment in the following report has reference to involuntary idleness due to economic causes. Persons who are engaged at work outside their own trades, or who are involved in industrial disputes, are excluded from these tabulations. As the number of unions making returns varies from month to month, with consequent variations in the membership upon which the percentage of unemployment is based, it should be understood that such figures have reference only to the organizations reporting.

Returns were tabulated in September from 2,272 labour organizations having a combined membership of 380,304 persons, of whom 2,928 or a percentage of 0·8 were reported as unemployed, in comparison with 0·9 per cent in August and 2·7 per cent in September, 1941. The small percentage of unemployment was due largely to temporary lay-offs. The slight improvement over August was traced principally to minor employment advances for union members in the manufacturing and transportation industries. As will be observed in table II, the unemployment percentages in these industries were 0·4 and 0·8, respectively, compared with percentages of 0·5 and 1·2, in August. The percentage of members, who were without work at the close of September was the lowest for any month in these records, which were published on a monthly basis for the first time in January, 1919. Previous to that date the trade union report appeared quarterly.

In table I, the unemployment percentages are shown by provinces. It will be seen that these ranged from 0·3 per cent in British Columbia to 1·3 per cent in Quebec. Provinces, in which less than one per cent were reported as without work were Nova Scotia, Ontario, Manitoba, Saskatchewan, Alberta and British Columbia. In comparison with August, New Brunswick and Manitoba reports reflected substantially higher employment levels; as will be seen in table I the percentages of unemployment in these provinces declined to 1·1 and 0·5 respectively. Fractional improvement was registered by Quebec

and Ontario members. In Alberta there was no change, while in Nova Scotia, Saskatchewan and British Columbia, although the unemployment percentages were under one per cent, there were, however, slight contractions in work. In comparison with conditions in September, a year ago, noteworthy employment expansion was observed among Quebec, Ontario, Manitoba and British Columbia members, while increases in work although to lesser degrees were reflected in returns received from Nova Scotia, New Brunswick, Saskatchewan and Alberta unions.

A separate compilation is made each month of unemployment among trade union members in the largest city in each province with the exception of Prince Edward Island. The percentages of unemployment ranged from 0·2 in Vancouver to 1·2 in Saint John and Edmonton. Cities, in which the percentages of union members were reported as without work and under one per cent, were Vancouver, Toronto, Halifax, Winnipeg and Regina. The percentage of unemployed members in Winnipeg, which stood at 0·6 in September, was considerably lower than that shown in August; thus indicating a substantial betterment. Fractional employment increases were observed in Toronto and Edmonton, while the situation in Halifax, Montreal, Regina and Vancouver remained unchanged. In Saint John the percentage of unemployed members was 1·2; this was moderately higher, thus indicating a fair employment contraction. In comparison with the situation in September, a year ago, Halifax members, whose current reports indicated an unemployment percentage of 0·5, showed a marked employment advance. Toronto and Winnipeg members reported unemployment percentages of 0·4 and 0·6 respectively; these were likewise decidedly lower, thus reflecting noteworthy improvement. Employment expansion of lesser degree was apparent in Montreal, Vancouver, Saint John and Edmonton, while a fractional advance only was observed in Regina.

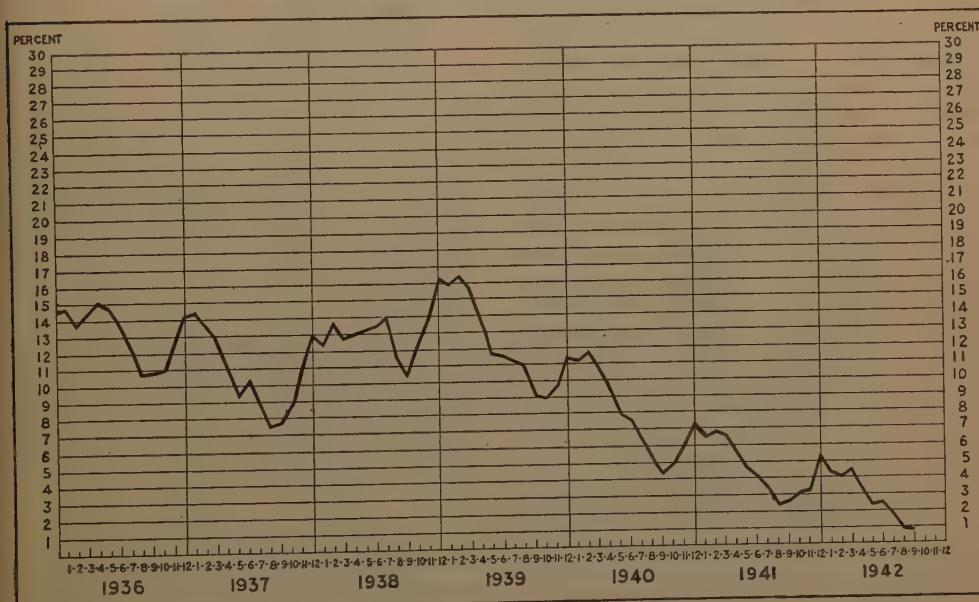
The chart which accompanies this article shows the trend of unemployment from

January, 1936, to date. The curve in September, 1942, rested at a fractionally lower level than in the preceding month, thus reflecting a very slight employment advance. The point of the curve was distinctly lower than in September, a year ago, which was indicative of a pronounced employment expansion.

For the manufacturing industries 763 reports were tabulated. The total membership was 203,141 persons, of whom, 739, or a percentage of 0·4 were without work, in comparison with percentages of 0·5 in August and 1·6 in September, 1941. In comparison with the previous month 3·2 per cent of the unclassified manufacturing workers were without work; this was a much higher employment level. The percentage of unemployment

workers was 3·5, among printing tradesmen 1·5 and for members in the iron and steel trades, 0·2; all of these showed slight employment contractions. Smaller memberships, in which there was reflected little unemployment, although slight recessions in activity were manifested, were metal polishers, jewellery and hat, cap and glove workers. In comparison with the situation at the close of September a year ago, rather marked employment expansion, as may be observed in table II, was in evidence for members in the iron and steel trades. Much higher employment levels were manifested, likewise, by leather and unclassified manufacturing workers. Unions of papermakers and woodworkers, whose unemployment percentages were 0·3 and 0·4, re-

PERCENTAGE OF UNEMPLOYMENT AS REPORTED BY TRADES UNIONS



among papermakers was 0·3; this was a slightly higher employment level. Among bakers and confectioners, fur workers, electric current employees and textile and carpet workers there were minor gains, likewise; little or no unemployment was in evidence among these workers. Trades in which the unemployment percentages remained unchanged were woodworkers, garment, and clay, glass and stone workers, the percentages of those without work as reported by these unions were 0·4, 0·1 and 0·2, respectively. As in the preceding month, no unemployment was apparent among soft drink, cigar and tobacco workers, butchers, meat and fish packers, rubber, aluminum and gas workers. In contrast, the percentages of unemployment among leather

spectively, reflected moderate expansion in work. Trades in which the membership was reported as fully employed at both dates, were cigar and tobacco, electric current employees, butchers, meat and fish packers, rubber, aluminum and gas workers. On the other hand, hat, cap and glove and jewellery workers showed slight employment recessions.

For coal miners returns were received from 55 unions having a total membership of 19,729 persons, of whom, 80, or a percentage of 0·4 were without work, in comparison with no unemployment in August and 2·0 per cent in September, a year ago. As in the preceding month, union members in New Brunswick, Alberta, and British Columbia were reported as fully engaged. In Nova

Scotia, the unemployment percentage was 0·7; this was a slight employment contraction. In comparison with the situation in September, 1941, the percentage of unemployment among union members in British Columbia showed an impressive decline of from 13·9 on that date to full employment, in September, 1942. Adequate work was observed in Alberta in comparison with a percentage of 0·8, while no unemployment was apparent in New Brunswick, at either date. The percentage of unemployed members in Nova Scotia, which was 0·7, remained unchanged.

Returns were tabulated from 9 unions of members in the non-metallic minerals group. The total membership was 4,245, of whom, 113, or a percentage of 2·7 were without work, in comparison with percentages of 4·5 in August and 16·0 in September, a year ago.

Unions in the building and construction trades returned 218 reports. These had an aggregate membership of 33,224 persons, of whom, 1,049, or a percentage of 3·2 were unemployed, in comparison with percentages of 3·3 in the preceding month and 7·1 in September, 1941. The unemployment percentage as reported by bricklayers, masons and plasterers was 5·7, which reflected moderately better conditions; the situation for granite and stonecutters, showed a slight improvement. Among steam shovel men and bridge and structural iron workers, no unemployment was reported in comparison with percentages of 2·0 and 1·8 respectively. For electrical workers, painters, decorators and paperhangers and plumbers and steamfitters the very high employment levels attained in August, remained unchanged; the percentages respectively of unemployed members in those trades were 0·5, 0·6 and 0·7. No unemployment was apparent among lathers, at either date. On the other hand, the unemployment percentage for unions of hod carriers and miscellaneous building workers was fractionally higher at 6·3. The situation for carpenters and joiners reflected a minor contraction, the percentage of members without work, standing at 3·4, compared with 2·9. In comparison with reports tabulated in September, 1941, bricklayers, masons and plasterers, carpenters and joiners and painters, decorators and paperhangers were much better employed. Although their membership is small and consequently, comparatively few members were involved, pronounced improvement was

apparent among granite and stonecutters. Unemployment was indicated by steam shovellers, bridge and structural iron workers and lathers, while the percentages of unemployment among these members in September, a year ago, were 6·5, 3·4 and 5·0, respectively.

In the transportation industries returns were tabulated from 900 unions, having a total membership of 80,427 persons. Of these, 679, or a percentage of 0·8 were unemployed in con-

TABLE I.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY PROVINCES

Month	N.S. and Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Canada
Average 1931.....	8·5	9·2	19·3	17·2	15·7	15·6	19·4	17·6	16·5
Average 1932.....	9·6	14·4	26·4	23·7	20·0	15·8	22·6	21·6	22·3
Average 1933.....	16·0	13·0	25·2	24·4	20·3	17·2	21·7	20·8	22·1
Average 1934.....	8·7	7·9	22·8	18·1	11·7	13·2	17·8	20·2	21·8
Average 1935.....	6·9	8·6	20·9	14·3	12·6	9·8	15·4	16·4	15·5
Average 1936.....	6·8	7·4	18·9	12·0	10·1	9·6	12·0	11·9	13·1
Average 1937.....	5·5	5·2	15·6	8·3	9·0	9·0	12·0	10·6	10·9
Average 1938.....	4·9	10·0	17·4	12·1	11·9	9·1	12·3	14·0	13·3
Average 1939.....	7·1	9·0	16·0	11·1	9·6	8·9	12·3	12·0	12·8
Average 1940.....	3·1	3·7	11·0	6·0	7·3	6·9	9·7	7·6	7·8
Average 1941.....	2·2	2·3	6·1	3·4	4·4	3·4	6·7	4·5	4·4
Sept. 1931.....	8·2	10·4	22·7	18·7	19·0	12·3	16·0	17·9	18·1
Sept. 1932.....	11·7	13·1	23·6	23·1	18·7	11·0	19·1	19·7	20·2
Sept. 1933.....	11·0	10·4	24·1	20·9	19·1	13·5	19·7	21·3	19·4
Sept. 1934.....	7·3	6·8	21·2	16·7	14·6	9·0	15·3	18·1	16·6
Sept. 1935.....	6·0	8·7	20·4	10·4	8·1	6·2	13·7	14·0	13·8
Sept. 1936.....	6·2	8·0	17·1	9·0	8·0	5·8	9·5	10·5	10·4
Sept. 1937.....	3·1	6·1	12·4	4·2	7·4	6·0	10·4	8·4	7·7
Sept. 1938.....	5·4	9·9	14·9	8·8	10·1	3·8	9·0	10·4	10·4
Sept. 1939.....	7·4	6·1	13·2	7·6	4·0	3·2	6·2	10·0	9·1
Sept. 1940.....	1·2	3·5	6·5	2·7	5·4	3·9	5·5	5·7	4·4
Sept. 1941.....	1·8	1·8	3·7	2·1	2·8	1·6	1·9	2·5	2·7
Oct. 1941.....	1·6	1·2	4·7	2·0	2·7	3·2	3·7	3·1	3·1
Nov. 1941.....	1·3	1·4	5·1	1·7	5·4	3·7	2·4	4·0	3·3
Dec. 1941.....	1·0	2·1	5·7	6·0	6·2	4·2	3·8	5·3	5·2
Jan. 1942.....	1·3	1·9	5·4	4·4	6·3	3·8	3·3	3·6	4·3
Feb. 1942.....	1·6	2·0	4·4	4·6	4·1	4·6	4·1	2·7	4·0
March 1942.....	2·1	2·2	4·5	5·7	4·0	3·8	7·0	2·5	4·5
April 1942.....	1·9	1·6	3·0	4·4	4·0	2·1	6·1	1·4	3·3
May 1942.....	1·6	1·6	2·8	2·5	2·7	1·2	4·5	1·1	2·4
June 1942.....	1·3	4·7	4·6	1·6	1·1	0·9	2·5	0·9	2·5
July 1942.....	0·8	1·0	3·8	0·9	2·2	0·8	1·3	0·3	1·8
Aug. 1942.....	0·4	2·3	1·4	0·7	1·6	0·8	0·9	0·2	0·9
Sept. 1942.....	0·8	1·1	1·3	0·5	0·5	0·9	0·9	0·3	0·8

parison with 1·2 per cent in August and 2·3 per cent in September, 1941. A noteworthy employment advance over the preceding month was in evidence among navigation workers; the unemployment percentage for these members stood at 3·1, as against 8·8. Steam railway employees, whose returns constituted over 79 per cent of the entire group membership reflected, as may be seen in table II, a still higher employment level. In contrast,

TABLE VI PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY GROUPS OF INDUSTRIES

while they indicated only fractional percentages of unemployment, street and electric railway employees and teamsters and chauffeurs, etc. manifested very slight contractions in work. In comparison with reports received in September, 1941, employment for navigation workers was in much greater volume. The unemployment percentage for steam railway employees, which stood at 0·9, likewise indicated a substantially higher employment level. Teamsters and chauffeurs, etc. were fractionally better employed, while in contrast there was a small fractional decline in activity among street and electric railway employees.

From unions in the wholesale and retail trade, there were 10 reports tabulated, having an aggregate membership of 2,505 persons. These unions as in August, did not report any unemployment; in September, 1941, the unemployment percentage was 0·1.

Civic employees unions reported that 0·1 per cent of the membership was without work, in comparison with no unemployment in August and 0·5 in September, a year ago. Reports were tabulated from 108 unions, having a total membership of 9,838 persons, of whom, 6, or a percentage of 0·1, were unemployed.

In the miscellaneous group of occupations, returns were received from 147 unions. These organizations had a combined membership of 11,817 persons, of whom, 59, or a percentage of 0·5 were unemployed, compared with percentages of 0·8 in August and 1·5 in September, 1941. The unemployment percentages for stationary engineers and firemen and unclassified workers were 0·4 and 0·1,

respectively; employment levels in these trades were slightly higher. The percentage of members who were out of work among theatre stage employees remained unchanged at 2·2. On the other hand, hotel and restaurant employees with 0·4 per cent of inactivity, barbers with 0·5, reflected slight declines in work. In comparison with conditions a year ago employment in theatre and stage, hotel and restaurant employees and unclassified workers was substantially increased; a moderate improvement was observed among stationary engineers and firemen, while the percentage of members reported as out of work among barbers remained unchanged at 0·5.

Returns were tabulated from 5 unions of fishermen, having a total membership of 2,721 persons, of whom 25, or a percentage of 0·9, were unemployed. The percentages of members reported as without work in August were 0·4, and in September, 1941, it was 10·4.

Reports were received from 2 unions of lumber workers and loggers. The total membership was 3,605 persons, all of whom, as in August, were reported as working. In September, a year ago, the percentage of members reported as unemployed was 0·6.

Table I shows by provinces the average percentage of union members, who were unemployed each year from 1931 to 1941 inclusive, and also the percentage of unemployment for September of each year from 1931 to 1940, inclusive, and for each month from September, 1941, to date. Table II summarizes the returns in the various groups of industries for the months included in Table I.

### Building Permits issued in Canada during September, 1942

The September report of building permits compiled by the Dominion Bureau of Statistics includes returns from 166 of the 204 municipalities in Canada which have systems for issuing such permits and of this number 156 reported detailed operations. The remaining 10 advised that no permits had been issued during the month of September while 38 municipalities had failed to report at the close of October 12.

The total value of permits reported as issued in the month of September is \$10,540,657. Revised values for the month of August include returns from 201 municipalities and aggregate \$8,340,878. Reports were received from 55 of the 58 original municipali-

ties and show a value of \$7,448,396 for September. The corresponding revised value for August includes 58 returns and is \$6,178,192 while the September, 1941, value was \$8,101,171.

The total value of permits issued by all municipalities during the nine elapsed months of the current year is \$80,863,920. The value of the 58 municipalities for the same period is \$58,298,223, while their corresponding value in 1941 was \$75,793,328.

During the month of September new construction of all types amounted to 76·9 per cent of the total value, while the percentage of new residential construction was 41·5.

TABLE I.—VALUES AND CLASSIFICATIONS OF BUILDING PERMITS ISSUED IN CANADA, BY PROVINCES, SEPTEMBER, 1942

Classification of Permits	CANADA	Provinces			
		Prince Edward Island	Nova Scotia	New Brunswick	Quebec
All Permits—Total Value.....	\$ 10,540,657	\$ 148,156	\$ 446,155	\$ 2,465,990	\$
New construction.....	8,107,291	103,743	392,560	1,862,393	
Additions, alterations, repairs.....	2,433,366	44,413	53,595	603,597	
Residential.....	5,047,505	117,156	141,055	1,475,935	
New construction.....	4,371,292	91,705	112,060	1,347,598	
Additions, alterations, repairs.....	676,213	25,451	28,995	128,337	
Institutional.....	761,332	6,500	10,000	78,050	
New construction.....	91,683	250	9,700	500	
Additions, alterations, repairs.....	669,649	6,250	300	77,550	
Commercial.....	2,316,166	6,650	285,100	340,310	
New construction.....	1,885,049	988	268,600	255,300	
Additions, alterations, repairs.....	431,117	5,662	21,500	85,010	
Industrial.....	1,773,649	11,350	9,800	516,075	
New construction.....	1,169,360	4,300	7,000	241,350	
Additions, alterations, repairs.....	604,289	7,050	2,800	274,725	
Other Building.....	642,005	6,500	200	55,620	
New construction.....	589,907	6,500	200	17,645	
Additions, alterations, repairs.....	52,098			37,975	

Classification of Permits	Provinces (Con.)				
	Ontario	Manitoba	Saskat- chewan	Alberta	British Columbia
All Permits—Total Value.....	\$ 4,540,603	\$ 538,475	\$ 432,408	\$ 755,201	\$ 1,213,669
New construction.....	3,448,807	370,900	403,708	428,935	1,056,155
Additions, alterations, repairs.....	1,051,796	167,485	28,700	326,266	157,514
Residential.....	2,239,964	255,785	45,003	244,198	528,409
New construction.....	1,928,284	200,915	30,613	181,677	478,440
Additions, alterations, repairs.....	311,680	54,870	14,390	62,521	49,969
Institutional.....	355,112	26,300	20,275	264,595	500
New construction.....	13,733		20,000	47,500	
Additions, alterations, repairs.....	341,379	26,300	275	217,095	500
Commercial.....	773,376	231,115	33,190	48,670	503,755
New construction.....	630,911	167,800	19,350	7,500	539,600
Additions, alterations, repairs.....	146,465	63,315	13,840	41,170	54,155
Industrial.....	1,107,014	25,000	3,000	17,160	84,250
New construction.....	864,250	2,000	3,000	12,360	35,100
Additions, alterations, repairs.....	242,764	23,000		4,800	49,150
Other Building.....	61,137	275	330,940	180,578	6,755
New construction.....	51,629	275	330,745	179,898	3,015
Additions, alterations, repairs.....	9,508		195	680	3,740

TABLE II.—RECORD OF BUILDING PERMITS AND THEIR INDEXES, TOGETHER WITH AVERAGE INDEXES OF WHOLESALE PRICES OF BUILDING MATERIALS, 1926-1942. (1926=100)

Year	Value of building permits issued		Index of value of building permits	Average Index of wholesale prices of building materials	Year	Value of building permits issued		Index of value of building permits	Average Index of wholesale prices of building materials
	September	First 9 months				September	First 9 months		
			First 9 months	First 9 months					
1942.....	\$ 10,540,657	80,683,920	(1) 48.5	(2)	1933.....	\$ 1,988,903	\$ 16,394,014	13.6	77.5
1941.....	12,579,488	102,043,724	(1) 63.1	105.2	1932.....	2,449,735	35,026,199	29.1	77.6
1940.....	10,311,038	81,729,310	(1) 48.3	95.6	1931.....	10,407,999	88,602,995	73.7	82.7
1939.....	4,135,624	43,911,494	36.5	88.1	1930.....	11,093,020	126,361,350	105.2	92.7
1938.....	5,285,997	43,183,393	35.9	90.2	1929.....	17,117,017	186,011,017	154.8	99.2
1937.....	5,111,780	42,960,983	35.8	95.2	1928.....	20,374,149	165,621,634	137.8	96.7
1936.....	3,657,271	30,683,412	25.5	84.8	1927.....	14,462,243	141,152,536	117.5	96.3
1935.....	3,331,915	36,680,796	30.5	81.2	1926.....	11,047,503	120,163,936	100.0	100.7
1934.....	2,281,874	19,715,146	16.5	82.8					

(1) Figures based on values reported by the original 58 municipalities.  
65552-81

(2) Data not yet available.

TABLE III.—VALUE OF BUILDING PERMITS ISSUED BY 58 MUNICIPALITIES IN CANADA IN SEPTEMBER, 1942, AND IN SEPTEMBER, 1941

"N.P.I."—Indicates that no permits were issued during the current month.  
 "No Report"—Indicates that the municipality failed to furnish its monthly report.

Cities	Value of Permits Issued during—		Cities	Value of Permits Issued during—	
	September 1942	September 1941		September 1942	September 1941
<b>Prince Edward Island—</b>	\$	\$			
Charlottetown.....	No Report	2,200	<b>Ontario—Conc.</b>		
<b>Nova Scotia—</b>			Sarnia.....	15,225	26,255
*Halifax.....	42,538	194,698	Sault Ste. Marie.....	47,363	122,233
New Glasgow.....	4,350	26,520	*Stratford.....	3,390	23,976
*Sydney.....	23,350	32,850	*Toronto.....	433,204	1,022,104
<b>New Brunswick—</b>			East York Twp.....	199,692	160,793
Fredericton.....	2,000	2,475	*Windsor.....	291,983	189,982
*Moncton.....	309,035	27,725	Riverside.....	6,290	31,100
*Saint John.....	129,595	49,989	Woodstock.....	15,475	45,011
<b>Quebec—</b>			York Twp.....	195,300	139,100
*Montreal (*Maisonneuve).....	850,370	975,050	<b>Manitoba—</b>		
*Quebec.....	334,020	346,685	*Brandon.....	62,890	9,875
Shawinigan Falls.....	88,725	79,610	St. Boniface.....	35,180	42,093
*Sherbrooke.....	66,450	126,100	*Winnipeg.....	418,050	407,850
*Trois-Rivières.....	20,375	60,550	<b>Saskatchewan—</b>		
*Westmount.....	215,095	27,729	*Moose Jaw.....	5,050	6,634
<b>Ontario—</b>			*Regina.....	10,560	55,688
Belleville.....	20,305	59,800	*Saskatoon.....	21,330	59,390
*Brantford.....	262,892	14,606	<b>Alberta—</b>		
Chatham.....	7,650	15,230	*Calgary.....	487,751	232,158
*Fort William.....	69,022	70,098	*Edmonton.....	224,515	240,140
Galt.....	15,655	17,318	Lethbridge.....	18,290	130,075
*Guelph.....	7,560	19,665	Medicine Hat.....	23,995	32,895
*Hamilton.....	135,306	255,837	<b>British Columbia—</b>		
*Kingston.....	41,824	45,056	Nanaimo.....	No Report	38,494
*Kitchener.....	No Report	51,139	*New Westminster.....	23,130	70,960
*London.....	38,790	92,425	North Vancouver.....	No Report	32,460
Oshawa.....	34,855	48,465	Prince Rupert.....	20,850	28,685
*Ottawa.....	852,400	982,150	*Vancouver.....	845,990	756,000
Owen Sound.....	5,643	14,111	Vernon.....	3,220	16,850
*Peterborough.....	22,280	131,705	*Victoria.....	303,886	116,792
*Port Arthur.....	55,035	76,641	Total 58 Municipalities.....	7,448,396 <sup>1</sup>	8,101,171
*St. Catharines.....	56,375	78,295	Total 35 Municipalities.....	6,670,323 <sup>2</sup>	6,888,106
*St. Thomas.....	6,282	17,020			

\* Indicates a municipality whose records are available back to 1910.

(<sup>1</sup>) 55 municipalities only, reporting.

(<sup>2</sup>) 34 municipalities only, reporting.

## EMPLOYMENT AND UNEMPLOYMENT IN GREAT BRITAIN AND THE UNITED STATES

### Great Britain

THE British *Ministry of Labour Gazette*, September, 1942, summarizes the July-August employment situation in Great Britain as follows:—

The number of men and boys registered at Employment Exchanges in Great Britain as wholly unemployed at August 17, 1942 (exclusive of 23,450 men who had been classified by interviewing panels as unsuitable for ordinary industrial employment) was 71,308; those registered as on short time or otherwise temporarily suspended from work on the understanding that they were shortly to return to their former employment numbered 1,766; and those registered as unemployed casual workers (being persons who

normally seek their livelihood by jobs of short duration) numbered 2,548. As compared with July 13 the numbers wholly unemployed showed a decrease of 260 among men but an increase of 5,452 among boys, the latter being mainly due to the registration of school leavers. Those temporarily suspended from work showed an increase of 38, and unemployed casual workers an increase of 368.

The corresponding figures for women and girls at August 17, 1942, were 36,226 wholly unemployed (exclusive of those, numbering 1,122, who had been classified by interviewing panels as unsuitable for normal full time employment), 1,856 temporarily stopped, and 121 unemployed casual workers. Of the 36,226 wholly unemployed, 1,146 had been classified as unable for good cause to transfer to

another area. As compared with July 13, the numbers wholly unemployed showed a decrease of 2,974 among women but an increase of 3,880 among girls, the latter being mainly due to the registration of school leavers. Those temporarily stopped showed an increase of 320, and unemployed casual workers showed a decrease of 4.

The number of applicants for unemployment benefit or allowances included in the foregoing totals for August 17, was 71,108, as compared with 70,342 at July 13, and 159,525 at August 11, 1941.

### United States

A gain of 501,000 between mid-August and mid-September brought the total number of employees in civil non-agricultural establishments to 38,303,000, according to the official report issued by the United States Secretary of Labor. This is a new, all-time peak and exceeds the September 1941 figure by 2,247,000.

About half of the increase over the month interval was in manufacturing industries (255,000). Federal, State, and local government employment increased by 223,000, of which about  $\frac{1}{2}$  occurred in State and local government, chiefly as a result of the reopening of schools after the summer vacation. Despite government restrictions affecting the sale of civilian goods, trade employment showed a gain of 66,000, a seasonal increase in retail trade having more than offset a contraseasonal decrease in wholesale trade. The finance, service, and miscellaneous division reported 20,000 more employees on its payrolls and the transportation and public utilities group, 6,000 more. In contract and Federal force account construction employment was reduced by 62,000, due primarily to recessions in private building. Mining employment fell off 7,000, due largely to reductions in metal mining.

About three-fourths of the two and a quarter million employment increase in non-agricultural establishments over the year interval was accounted for by manufacturing, which reported a gain of 1,664,000. Federal, State, and local government offices reported 980,000 more workers, due chiefly to expansion in the War and Navy Departments, while the transportation and public utilities group and the finance-service-miscellaneous group reported smaller gains. The largest decline over the year was in trade (446,000), reflecting the effects of government restrictions. Mining and construction employment decreased by 73,000 and 65,000, respectively.

Factory wage earner employment again showed an increase, 1·6 per cent, over the month, continuing the virtually unbroken succession of monthly gains that began in

June 1940, when the Defence Program was inaugurated. In that month the index stood at 103·1 per cent of the 1923-25 average as compared with 148·2 for the current month. The corresponding payroll index advanced 2·7 per cent over the month, to 220·5, a gain of about 120 per cent over the June 1940 index (99·5). The fact that payrolls had advanced about three times as much as employment over this period was due primarily to increased working hours, overtime premiums, wage-rate increases, and expansion in war industries, where relatively high wage scales prevail. The gains between September 1941 and September 1942 were 9·6 per cent in employment and 35·6 per cent (\$109,804,000) in weekly wages.

The September gains of 1·7 per cent in employment and 3·1 per cent in payrolls in the durable-goods group of manufacturing industries were due chiefly to continued expansion in such strategic industries as shipbuilding, aircraft, automobiles, electrical machinery, engines, radios, foundries, and machine shops, and machine tools. The gain of 4·4 per cent or 17,700 workers in the automobile industry was the fifth successive monthly increase, indicating rapidly rising war production in converted automobile plants. A larger than seasonal gain of 30·5 per cent (71,800 workers) in canning employment was chiefly responsible for the increase of 1·6 per cent in the non-durable goods group.

Many industries continued to report employment declines, due primarily to material shortages and freeze orders. Among them were cast-iron pipe; cutlery; plumbers' supplies; tin cans and other tinware; business machines; lighting equipment; smelting and refining of copper, lead and zinc; hosiery; fur-felt hats; and silk and rayon goods.

The contraseasonal decline of 0·9 per cent in employment in wholesale trade was due to recessions in each of the major wholesale groups except groceries and food specialties, which reported a gain of 0·7 per cent, and farm products, where employment increased seasonally by 9·2 per cent. Employment in the wholesale automotive group fell off 3·7 per cent, and in petroleum and petroleum products, 2·2 per cent, due to Government restrictions affecting sales in these groups. The corresponding employment losses over the year interval in these two lines of wholesale trade were 20 and 8 per cent, respectively. In the dry goods and apparel group, the employment loss since August was 1·4 per cent and since September 1941, 12 per cent.

In retail trade employment increased seasonally over the month by 2·6 per cent. Fall buying was reflected in employment gains of 7·8 per cent in department stores, 16·9 per

cent in women's clothing stores, 5·1 per cent in men's and boys' clothing and furnishing stores, 6·2 per cent in family clothing stores, and 17·9 per cent in shoe stores. Government restrictions on the manufacture and sale of civilian goods continued to affect employment in various retail lines and were reflected in the following declines: retail automobile establishments 2·9 per cent; tire and battery shops 1·5 per cent; electrical appliances and radios 4·4 per cent; and establishments dealing in building materials such as paint and glass (2·9 per cent), heating and plumbing supplies (6·0 per cent), and electrical shops (5·1 per cent).

In metal mining employment declined by 3 per cent, reflecting an acute labour shortage. The decline since September 1941 amounted to 1·3 per cent, but payrolls showed an increase of 20·3 per cent due to increased working hours, overtime premiums and increases in basic wage rates. Despite employment declines over the month interval in coal mining, quarrying and non-metallic mining, and crude petroleum production, payrolls showed substantial gains, indicating wage increases and increased production. All of these industries reported substantial employment declines since September 1941, but their payrolls were higher.

The employment decline over the month of 2·1 per cent reported by electric light and power companies continued the recessions shown each month since September 1941. Telephone and telegraph companies had about the same number at work in September as in August, while street railway and bus companies reported a slight increase in the number at work, continuing the uninterrupted monthly gains that began in February 1942. The gains over the year interval in the latter industry were 7·2 per cent in employment and 20·2 per cent in payrolls, reflecting the increased demand for public transportation.

Employment declines were general in the service industries, due in part to the difficulty of replacing workers drawn into the armed forces or into war industries. The largest decline (3·0 per cent) was in the brokerage industry. Insurance firms reported 1·4 per cent fewer employees, hotels, 0·5 per cent, and laundries and dyeing and cleaning establishments, 0·4 per cent.

Wage-rate increases averaging 7·5 per cent and affecting 400,000 factory wage earners were reported by 999 manufacturing establishments out of a reporting sample of about 30,000 establishments employing 7,000,000 workers. Most of the wage earners receiving wage-rate increases were in the following

manufacturing industries: cotton goods, electrical machinery, steel, and engines. In non-manufacturing industries the largest numbers of workers affected by wage-rate increases were reported by the public utilities (8,000) and crude petroleum production (4,300).

The increase of 1,000 workers during the month ending September 15 on all construction and shipbuilding projects financed wholly or partially from Federal funds brought the level of such employment to 2,230,000. The net increase of 9,000 workers on projects financed from regular Federal funds was the result of a continued expansion on naval and merchant vessel construction and on water and sewerage projects, offset to some extent by decreased employment on airport and non-residential-building construction projects which were completed during the month. The decline of 8,800 wage earners on RFC-financed construction was due to the completion of certain projects for the construction and outfitting of additions to plants and the provision of equipment and facilities for existing plants.

Nine out of every 10 construction and shipbuilding workers were engaged on war projects in September. Only 1 out of every 8 was employed directly by the Federal Government, however, the others being employed by contractors and sub-contractors.

#### Aluminium Dust Treatment for Silicosis

"Inhalation of finely particulated metallic aluminium dust will prevent development of human silicosis," according to a report based on a study made by Dr. W. Cronbie and Dr. J. L. Blaisdell at the Porcupine clinic for silicosis research, Timmins, Ont.

Mr. Blaisdell said 34 miners were treated with the powder, freshly ground from small aluminium pellets in a specially constructed mill. Five minutes' inhalation, gradually increased to 30 minutes daily, was continued over a period, in some cases of almost a year.

"Out of the 34 cases studied, 19, or 56 per cent, have shown clinical improvement, apparent chiefly in the lessening or disappearance of shortness of breath, cough, pain in the chest and fatigue," he said. "A reduction in the incidence of colds and a gain of weight have also been observed in many of the cases."

He added, however, that "aluminium dust cannot be regarded in any sense as a cure for silicosis, in so far as restoring to normal lung tissue which has already undergone fibrotic change is concerned."

## OLD AGE AND BLIND PENSIONERS IN CANADA

### Financial and Statistical Summary as at September 30, 1942

IN the accompanying tables, which have been prepared by the Department of Finance, information is given concerning the Old Age Pensions Act and the amendment to that Act providing for the payment of pensions to blind persons.

#### Old Age Pensions

In the first of the tables appearing with this article, particulars are given dealing with operations under the Old Age Pensions Act (Revised Statutes of Canada, 1927, Chapter 156; as amended by Statutes of 1931, Chapter 42), and under the various provincial concurrent acts, as at September 30, 1942. (The text of the Old Age Pensions Act was given in the *LABOUR GAZETTE* for April, 1927, page 375, and the new regulations were reviewed in the issue for March, 1938, pages 286-288.)

The Act made provision for the establishment of a Dominion-provincial pensions system to be effective in such provinces as might enact and give effect to special legislation for this purpose. All the provinces are now participating.

Under the Old Age Pensions Act a pension is payable to any British subject of 70 years and over who is not in receipt of an income of as much as \$365 a year and who has resided in Canada for 20 years, and in the province in which the application is made for the five years immediately preceding the date of the proposed commencement of pension. The Act also provides that an applicant must not have assigned or transferred property for the purpose of qualifying for a pension. Indians, as defined by the Indian Act, are not eligible to receive old age pensions.

The maximum amount of pension payable under the Act is \$240 yearly. In cases where pensioners have a private income the amount of their old age pension is subject to reduction by the amount that their private income exceeds \$125 a year.

Under the provisions of the Act as it was first passed, the Department of Labour of Canada (then the administering Department) paid quarterly to each province one-half of the net sum paid by the provincial pension authority during the preceding three months. At the 1931 session of the Dominion Parliament, however, the Act was amended, the amount of the Dominion contribution being increased from fifty to seventy-five per cent of the net sum.

In order to avoid duplication of departmental activities and to secure centralization of responsibility in carrying out the provisions of the Act, which involves accounting control and supervision, the administration of the Old Age Pensions Act was by Order in Council dated March 1, 1935, transferred to the Department of Finance from April 1, 1935.

#### Pensions for the Blind

An amendment to the Old Age Pensions Act, assented to on March 31, 1937 (*LABOUR GAZETTE*, May, 1937, page 503) provides for the payment of pensions to blind persons who have attained the age of 40 years and have fulfilled other conditions set forth in the Act. Such persons must be so incapacitated by blindness as to be unable to perform any work for which eyesight is essential, and must not be in receipt of a pension or allowance in respect of blindness under the Pension Act or the War Veterans' Allowance Act.

The maximum pension payable to a blind person, whether married, or unmarried, is \$240 per annum. If however, a blind person marries another blind person after March 31, 1937, the maximum pension is reduced to \$120. If a pensioner is unmarried, the maximum pension is reduced by the amount of his income from earnings or other sources in excess of \$200 a year. If a pensioner is married to a person not receiving a pension in respect of blindness, his income is deemed to be the total income of himself and his spouse (including any old age pension payable to the spouse) less the sum of \$165, and the maximum pension is reduced by the amount by which his income, so calculated, exceeds \$400. If a pensioner is married to a person receiving a pension in respect of blindness, his income is deemed to be one-half the total income of himself and his spouse (excluding the pension in respect of blindness payable to his spouse) and the maximum pension is reduced by the amount by which his income, so calculated, exceeds \$200.

Under agreements negotiated between the Dominion and the provinces, the Dominion contributes 75 per cent of the cost of pensions to blind persons, the provinces assuming the remainder of the cost of such pensions.

Regulations governing the payment of pensions to the blind were published in the *Canada Gazette* of August 28, 1937.

The accompanying tabular statistics indicate the extent of operations under this amendment to the Old Age Pensions Act.

## OLD AGE PENSIONS

FINANCIAL AND STATISTICAL SUMMARY OF OLD AGE PENSIONS IN CANADA AS AT SEPTEMBER 30, 1942

	Alberta Act effective Aug. 1, 1929	British Columbia Act effective Sept. 1, 1927	Manitoba Act effective Sept. 1, 1928	New Brunswick Act effective July 1, 1936	Nova Scotia Act effective Mar. 1, 1934	Ontario Act effective Nov. 1, 1929
Number of pensioners.....	11,084	14,354	12,771	11,901	14,288	58,555
Average monthly pension.....	18.64	19.27	18.77	15.09	15.22	18.76
*Percentage of pensioners to total population.....	1.41	1.77	1.77	2.63	2.49	1.55
*Percentage of persons over 70 years of age to total population.....	2.66	4.57	3.46	4.64	5.06	4.60
*Percentage of pensioners to population over 70 years of age.....	52.78	38.79	51.08	56.67	49.27	33.85
Dominion Government's contributions for quarter ended Sept. 30, 1942.....	\$460,779 04	\$610,962 19	\$530,401 33	\$402,156 81	\$487,256 95	\$2,433,245 22
Dominion Government's contributions April 1-Sept. 30, 1942.....	\$913,089 42	\$1,220,887 69	\$1,051,944 87	\$798,749 31	\$969,636 64	\$4,824,613 89
Dominion Government's contributions from inception of Act.....	\$15,937,907 26	\$22,159,691 67	\$22,002,491 13	\$9,082,928 79	\$15,439,436 07	\$102,647,075 55

	P.E.I. Act effective July 1, 1933	Quebec Act effective Aug. 1, 1936	Saskatchewan Act effective May 1, 1928	N.W.T. Order-in-Council effective Jan. 25, 1929	Totals
Number of pensioners.....	1,922	47,399	13,370	9	185,653
Average monthly pension.....	11.32	16.68	17.35	20.00	
*Percentage of pensioners to total population.....	2.04	1.43	1.51	0.08	
*Percentage of persons over 70 years of age to total population.....	6.38	2.95	2.48	0.91	
*Percentage of pensioners to population over 70 years of age.....	32.03	48.87	60.77	9.00	
Dominion Government's contributions for quarter ended Sept. 30, 1942....	\$48,394 18	\$1,746,374 92	\$516,671 17	\$535 54	\$7,236,777 85
Dominion Government's contributions April 1-Sept. 30, 1942.....	\$96,652 88	\$3,458,971 79	\$1,025,811 68	\$1,070 08	\$14,361,428 85
Dominion Government's contributions from inception of Act.....	\$1,552,897 26	\$43,547,456 58	\$20,165,833 98	\$21,349 67	\$252,557,068 00

## PENSIONS FOR BLIND PERSONS

FINANCIAL AND STATISTICAL SUMMARY OF PENSIONS FOR BLIND PERSONS IN CANADA AS AT SEPTEMBER 30, 1942

	Alberta Act effective Mar. 7, 1938	British Columbia Act effective Dec. 1, 1937	Manitoba Act effective Sept. 1, 1937	New Brunswick Act effective Sept. 1, 1937	Nova Scotia Act effective Oct. 1, 1937
Number of pensioners.....	231	328	342	736	620
Average monthly pension.....	19.69	19.46	19.71	19.66	19.27
*Percentage of pensioners to total population.....	.029	.041	.047	.162	.108
Dominion Government's contributions for quarter ended Sept. 30, 1942....	\$10,135 49	\$14,433 16	\$15,118 42	\$32,233 26	\$26,984 17
Dominion Government's contributions April 1-Sept. 30, 1942.....	\$10,827 17	\$28,865 77	\$29,727 05	\$64,824 87	\$53,750 24
Dominion Government's contributions from inception of amendment to O.A.P. Act.....	\$139,569 53	\$221,569 79	\$219,379 00	\$518,498 84	\$439,760 38

	Ontario Act effective Sept. 1, 1937	P.E.I. Act effective Dec. 1, 1937	Quebec Act effective Oct. 1, 1937	Saskatchewan Act effective Nov. 15, 1937	Totals
Number of pensioners.....	1,531	113	2,123	327	6,351
Average monthly pension.....	19.68	18.42	19.54	19.82	
*Percentage of pensioners to total population.....	.041	.120	.064	.037	
Dominion Government's contributions for quarter ended Sept. 30, 1942....	\$67,210 64	\$3,493 16	\$95,167 99	\$14,712 55	\$279,488 84
Dominion Government's contributions April 1-Sept. 30, 1942.....	\$133,358 33	\$7,081 83	\$187,134 98	\$29,294 29	\$553,864 53
Dominion Government's contributions from inception of amendment to O.A.P. Act.....	\$1,109,484 63	\$59,877 37	\$1,504,290 95	\$216,785 36	\$4,429,215 85

\* Percentages based on the estimated population as at June 1, 1941, taking into account the preliminary figures of the 1941 Census—Dominion Bureau of Statistics.

## COMPANY REPORTS TO EMPLOYEES

A QUITE recent trend in industrial relations has been the issuing by companies of reports to their employees, describing their business and financial operations. A study recently issued by the National Industrial Conference Board, Inc., 247 Park Avenue, New York, examines this trend. It declares that although the practice of issuing annual company reports to employees is by no means widespread, an appreciable number of corporations have in the last few years experimented with the policy of outlining the progress of their affairs to their workers.

The study, entitled *Company Annual Reports to Employees*, represents an analysis of 146 company reports. It describes the type of material generally included in such reports, methods of presenting the information in easily understandable form, and similar details. It also discusses the merits of attempting to make known to employees a company's financial standing and policies.

### Reasons for Reporting

The reason for reporting to employees most frequently expressed by executives, according to the study, is "the thought that employees, even as stockholders, are partners in the business and have a right to know the problems of management and how they are being met.

The task of management is to try to plan the operation of the business in the best way to maintain continuous returns for the investors, continuous employment for the workers. The obligation of management is to report its stewardship to the latter as well as to the former group.

"A clarification of the roles of employees, management, and stockholders, it is hoped, will impress an employee with a realization of the interdependence of each group—a sense of mutual responsibility. His relationship to customers or consumers, too, is frequently emphasized in the annual report."

It is furthermore suggested in the study that an informed employee can be most helpful in shaping the public's attitude towards his company; and that employees who can meet rumours with fact perform a valuable service in public relations.

### Making Reports Readable

"When the idea of reporting to employees was first translated into action," the study continues, "there was general recognition that

the report would have to be more 'readable' than the average stockholders' report, both to attract and hold the employees' attention and to transmit the story management wished to tell."

Experiments were made in eliminating difficult technical language and substituting the language of normal every-day life. It was soon discovered that many stockholders welcomed the appearance of an easily understandable financial statement and were writing in for the report prepared primarily for employees. Some companies thereupon began issuing the same simplified report to both employee and stockholder. "The chief advantage of publishing a single report for both groups," according to the study, "is that it allays all suspicion that management may be giving employees different information from that provided stockholders."

According to the study, the translation into every-day terms of such standardized material as the ordinary balance sheet and income statement presents problems which usually are beyond the province of the treasurer and fall rather into the field of industrial or public relations. In some corporations the advice and co-operation of employees is sought in preparing the report.

### Non-technical Financial Statements

Examples are given of non-technical financial statements. These achieve simplification by omitting many detailed items and consolidating them under general heads, explaining in simple language the items retained, and rearranging the items to show clearly the data in which readers are most interested. Pictorial charts interpret statistics in a vivid manner, and several ingenious examples of these are printed in the study.

"From the employee's standpoint," the study declares, "the income statement provides two outstanding pieces of information—how much the company made during the year under review and what was the worker's share.

"A form frequently utilized to give emphasis to these points is a statement prepared in three parts. In the first section the various items of income are segregated and totalled. In the second section are items of expense whose total is subtracted from the total income. The third section shows the distribution of the resultant figures."

The study lists a variety of subjects which appear in the narrative of the reports of different companies. Sales, employment, wages, and earnings may be compared with the figures of previous years. Taxes and government relations are frequently discussed. The company's part in the war effort is a popular topic, and with it may be included an honour roll of employees in the armed forces, purchases of bonds and stamps, increased production schedules, and measures against sabotage. A description of research achievements of the year and problems on which the research laboratories of the company are working adds scope to the report; and many companies close with a glimpse into the future—the problems that have to be faced and the outlook for continued successful operation of the business.

#### Evaluation of Reports

The evaluation of reports to employees is made difficult by the brief history of the movement, according to the study. The majority of executives expressing their opinion stated that their conviction of the worth of continuing publication of the annual report was based on a general impression rather than any tangible tests. The study describes a number of questionnaires sent out to employees to determine whether reports were interesting and easy to read. However it was declared to be difficult to measure the value of reports in terms of improved morale or increased production. Warning is given in the report as to the necessity for absolute frankness in reports "all the way through." This is stated to be necessary if the objective of an "atmosphere of confidence, basic in all good employer-employee relations," is to be attained.

### WORKMEN'S COMPENSATION IN QUEBEC, 1941

**A**N increase in the number of industrial accidents in Quebec during 1941 over the previous year's total is announced in the fourteenth annual report of the Quebec Workmen's Compensation Commission. The number of accidents reported to the Commission during 1941 was 82,568. This compares with a total of 65,704 in 1940 and an average of 42,381 yearly from 1931-1939.

The Commission's report states: "It is obvious, that if the present increase in the number of industrial accidents reported is continued, the rates in certain classes will have to be increased.

"We, therefore, recommend to all employers to take additional steps to prevent accidents in order to insure the stability of the present rating structure and at the same time, conserve man-power to the limit, bearing in mind the all-out effort required during the present war."

According to the report, the amount paid out in compensation during 1941 was \$3,729,416.63 (provisional figure). This compares with a total of \$4,895,821.81 in 1940. The largest item on the 1941 expenditure list was for temporary incapacity, \$1,540,933.76. The other items were \$880,956.79 for medical aid, \$651,026.48 for permanent incapacity, and

\$656,499.40 for fatalities. A reserve was set up for outstanding adjustments, amounting to \$2,819,137.03.

The report states that the expenses of administration of the commission rose by approximately 20 per cent as compared with 1940. This was attributed to payment of an increased cost of living bonus, and to payment of increased salaries to many members of the staff to correspond with additional responsibilities and extra work imposed on account of the greatly increased number of accidents reported. In addition, costs of office supplies had gone up, and rental was being paid on offices previously supplied free of charge. Salaries of commissioners and staff amounted to \$341,157.81, total administration expenses being \$404,268.14.

Revenues for the year totalled \$6,880,937.85, made up of assessments, transfers from the disaster fund, interest, penalties, and sundry items.

The report shows an accumulated surplus from September 1, 1931, to December 31, 1941, of \$1,020,608.38. This surplus is established after allowing for a rate reduction totalling approximately \$200,000, which will apply to the next assessments issued against employers of Schedule 1.

## RECENT INDUSTRIAL AGREEMENTS AND SCHEDULES OF WAGES

**I**NDUSTRIAL agreements and schedules of wages and working conditions received in the Department are outlined in the LABOUR GAZETTE from month to month. It is not always possible because of limitation of space to include all agreements received each month. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included. Verbally accepted agreements are so indicated.

Agreements made obligatory under the Collective Agreement Act in Quebec and schedules under the Industrial Standards Act are summarized in separate articles following this.

### Manufacturing: Vegetable Foods, etc.

**S**AINT JOHN, N.B.—ATLANTIC SUGAR REFINERIES, LTD., AND THE SUGAR REFINERY WORKERS' UNION, NO. 20.

Agreement reached by the parties, with the assistance of an Industrial Disputes Inquiry Commissioner, as noted on page 1251 of this issue. This agreement is in effect from October 15, 1942.

The company recognizes the union and will meet a union committee to discuss any questions or grievances. Time and one-half for work on Sundays and five specified holidays except when part of a regular shift. Seniority will be considered in making promotions. If time and one-half for overtime is allowed by the War Labour Board, and if staggered shifts are arranged and should so operate as to reduce the working hours of employees during slack periods below what they would have been without the staggered shifts, the staggered shifts will be eliminated during such slack periods.

**S**ASKATOON, SASK.—ROBIN HOOD FLOUR MILLS LTD., AND THE FLOUR, CEREAL AND FEED MILL WORKERS' UNION, NO. 72.

Agreement in effect from September 25, 1942 to September 24, 1943, and thereafter subject to 60 days' notice. The company recognizes the union as the bargaining agent for its members.

Hours: 8 and 9 per day in the flour mill and boiler room, 8 hours in the flour packing department, 8 and 10 hours in the warehouse department and in the elevator, 10 hours for maintenance crew, 12 hours for watchmen; where 8 and 10 hours are shown, the normal working day is 8 hours, but if necessary to work longer, regular rate to be paid for all time up to 10 hours. Overtime is payable at time and one-half, as also all work on Sundays and eight specified holidays. Vacation: when permission is obtained from the Government, one week's vacation annually after one year's service, two weeks' vacation after three years' service.

Hourly wage rate: boiler room—firemen 45 cents, firemen (maintenance) 50 cents, watchmen 37 cents; flour mill—trick millers 63 cents,

machine tenders 50 cents, smutters 47 cents, oilers 41 to 45 cents, sweepers 35 to 41 cents; maintenance—millwrights 60 to 77 cents, millwright helpers 45 to 55 cents; elevator—unloader 48 to 50 cents, binner distributor 45 to 50 cents, diverters 45 to 50 cents, others 45 cents; packers and truckers—head packer 54 cents, flour and feed packers 50 cents, truckers 45 cents; warehouse—checker 50 cents, sackman 35 to 45 cents, warehousemen 45 to 50 cents. Provision is made for seniority rights and for the settlement of grievances.

### Manufacturing: Tobacco and Liquors

**L**ONDON, ONTARIO.—A CERTAIN BREWERY AND THE NATIONAL BEVERAGE WORKERS' UNION, LOCAL NO. 1.

Agreement in effect from April 1, 1942, to March 31, 1943, and thereafter from year to year, subject to notice. This agreement is similar to the one previously in effect and summarized in the LABOUR GAZETTE, December 1941, page 1558, with these exceptions: Hours for brewery department continue at 45 per week, but for drivers and helpers on city deliveries the hours are 48 per week (drivers and helpers on transport work continue at 52 hours), for truck maintenance employees, 47½ hours per week. The cost of living bonus is as determined by the 1941 Order in Council 8253 of the Dominion Government.

**T**RANScona, MANITOBA.—A CERTAIN MALT MANUFACTURING COMPANY AND THE INTERNATIONAL UNION OF UNITED BREWERY, FLOUR, CEREAL AND SOFT DRINK WORKERS OF AMERICA, LOCAL 361.

Agreement in effect from April 1, 1942, to March 31, 1943, and thereafter from year to year, subject to notice, and is similar to the one previously in effect and summarized in the LABOUR GAZETTE, December, 1941, page 1558.

**R**EGINA, SASK.—CERTAIN BREWERIES AND THE INTERNATIONAL UNION OF UNITED BREWERY, FLOUR, CEREAL AND SOFT DRINK WORKERS OF AMERICA, LOCAL 318.

The agreement which came into effect November 1, 1940, and was summarized in the LABOUR GAZETTE, December, 1941, page 1558, was renewed from July 1, 1941, to July 1, 1943, with an increase in wage rates of 10 per cent.

**E**DMONTON, ALBERTA.—CERTAIN BREWERIES AND THE INTERNATIONAL UNION OF UNITED BREWERY, FLOUR, CEREAL AND SOFT DRINK WORKERS OF AMERICA, LOCAL 314.

The agreement which came into effect April 1, 1939, and was summarized in the LABOUR GAZETTE, August, 1939, page 848, remains in effect for the year April 1, 1942 to March 31, 1943, with an increase in the cost of living bonus from \$1.39 to \$3.21½ per week, retroactive to February 15, 1942.

**C**ALGARY, ALBERTA.—CERTAIN BREWERIES AND THE INTERNATIONAL UNION OF UNITED BREWERY, FLOUR, CEREAL AND SOFT DRINK WORKERS OF AMERICA, LOCAL 124.

The agreement which came into effect April 1, 1941, and was summarized in the LABOUR GAZETTE, December, 1941, page 1558, was

renewed from April 1, 1942, to March 31, 1943, and thereafter subject to 30 days' notice, with a cost of living bonus under the Wartime Wages and Cost of Living Bonus Order, such bonus to be based on the rise in the index number above the index number for April, 1941, the date of the last general increase in wages.

**VANCOUVER, B.C.—CERTAIN BREWERIES AND THE INTERNATIONAL UNION OF UNITED BREWERY, FLOUR, CEREAL AND SOFT DRINK WORKERS, LOCAL 300.**

Agreement in effect from January 1, 1942, to December 31, 1944, and thereafter from year to year, subject to notice. This agreement is similar to the one previously in effect and summarized in the *LABOUR GAZETTE*, December, 1941, page 1559, with certain minor changes not affecting the summary of the previous agreement.

**VICTORIA, B.C.—A CERTAIN BREWERY AND THE INTERNATIONAL UNION OF UNITED BREWERY, FLOUR, CEREAL AND SOFT DRINK WORKERS OF AMERICA, LOCAL 280.**

Agreement to be in effect from January 1, 1942, to December 31, 1944, and thereafter from year to year, subject to notice. This agreement is similar to the one previously in effect and summarized in the *LABOUR GAZETTE*, June, 1941, page 696, September, 1940, page 967, and November, 1938, page 1292, with this exception: all employees, including permit men, with three years' service or longer to be granted 10 days' vacation per year, with pay.

**Manufacturing: Fur, Leather and Leather Products**

**MONTRÉAL, P.Q.—A CERTAIN LEATHER GOODS MANUFACTURER AND THE INTERNATIONAL LADIES' HANDBAG, POCKETBOOK, LUGGAGE AND NOVELTY WORKERS' UNION, LOCAL NO. 9.**

Agreement, made following the strike which was noted in the *LABOUR GAZETTE*, September, page 1010, is to be in effect from August 25, 1942, to August 1, 1943. Only union members to be employed, if available. Hours: 44 per week; overtime at time and one-quarter. Wages: an increase of \$2 per week from August 1, 1942, subject to the approval of the Regional War Labour Board. Both parties agree to co-operate in preparing and establishing a wage scale for the industry. Apprentices to receive a minimum of \$8 per week. There are provisions also for the equal division of work and for the settlement of disputes.

**Manufacturing: Textiles and Clothing**

**GUELPH, ONTARIO.—A CERTAIN FELT HAT MANUFACTURING COMPANY AND THE UNITED HATTERS, CAP AND MILLINERY WORKERS INTERNATIONAL UNION, LOCAL 43.**

Agreement in effect from December 1, 1941, to November 30, 1942. Employees who are or become union members are to remain union members. Hours: 50 per week to be worked in either five or five and one-half days of not more than 10 per day, 5 on Saturdays; time and one-half for overtime and work on seven statutory holidays. Provision is made for the settlement of disputes.

**VANCOUVER, B.C.—CLOAK AND SUIT MANUFACTURERS ASSOCIATION AND THE INTERNATIONAL LADIES' GARMENT WORKERS' UNION, LOCAL 276.**

Agreement in effect from June 1, 1942, to June 1, 1944, or 1945 if required notice is not given prior to the expiration date. Only union members to be employed. Hours: 8 per day, Monday to Friday, a 40-hour week. Overtime: straight time for first four hours, that is up to a 44-hour week; thereafter, time and one-half. Piece work rates were to be set, with certain minimum prices stipulated, and scales and classifications were to be prepared jointly for inclusion in the next agreement. Methods of settlement of any disputes arising were also provided for.

**Manufacturing: Metal Products**

**WINDSOR, ONTARIO.—MCCORD RADIATOR AND MANUFACTURING COMPANY AND THE INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL 195.**

This agreement was entered into following the recommendation of a board under the Industrial Disputes Investigation Act (see *LABOUR GAZETTE*, August, page 890). Agreement to be in effect from September 29, 1942, to August 31, 1943, and thereafter from year to year, subject to notice.

The company recognizes the union as the bargaining agent for its members, but employees are free to join or not join any union or association. While existing legislation remains in force concerning wages, bonuses, etc., the management and the union agree that before either make application regarding same to the Regional War Labour Board, the matter will be discussed between the parties. Provision is made for seniority rights and for the settlement of disputes.

**Manufacturing: Non-Metallic Minerals, Chemicals, etc.**

**LENNOXVILLE, QUEBEC.—THE PHILIP CAREY CO. LTD., AND THE INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS (LOCAL 480).**

Agreement reached following a request for a board under the Industrial Disputes Investigation Act, which was not established following a recommendation of an Industrial Disputes Inquiry Commissioner appointed to investigate the dispute (see page 1250 of this issue).

Agreement to be in effect from August 27, 1942, to August, 26, 1943, and thereafter from year to year, subject to notice. Any employees who are or become union members must maintain their membership, and new employees are to join the union.

Hourly wage rates: covering department—general utility man 40 cents, corrugator operator 40 cents, other male workers 35 and 38 cents, female workers 25 to 30 cents; paper mill—machine tenders 43 cents, back tenders 40 cents, third hand, fourth hand, fifth hand, beater runner helper 38 cents, screens and general labourer 35 cents; general plant—shipper 40 cents, helpers 35 cents, storekeepers 38 cents, laboratory testers 35 and 38 cents, elevator operator 35 cents, plant office clerk 35 cents, labourers 35 cents, plant office clerk (female) 25 to 30 cents; roofing department—

melting tank man 38 cents, saturating man 41 cents, coating man 38 cents, senior winders and back tenders 38 cents, other male employees 35 cents, female helpers 25 cents; expansion joint and planking—35 to 41 cents; mechanical department—senior millwright 43 cents, senior mechanic 40 cents, carpenters 41 cents, mechanics

and millwrights 38 cents, mechanics' helpers, oilers and maintenance man 35 cents, firemen \$4.55 per day, \$3.93 per night.

Seniority to be considered in making promotions and when laying off men. Provision is made for a grievance committee and for the adjustment of disputes.

## COLLECTIVE AGREEMENT ACT, QUEBEC

### Recent Proceedings Under the Act

THE Collective Agreement Act was assented to June 22, 1940, and was summarized in the LABOUR GAZETTE, August, 1940, page 812. It replaces the Collective Labour Agreements Act, 1938. Agreements and regulations under the "Collective Labour Agreements Act," the "Act respecting Workmen's Wages" and under the original Act, "The Collective Labour Agreements Extension Act, 1934," continue in effect for the period for which they were made or have been renewed or amended. Under the Collective Agreement Act, any party to a collective agreement made between the representatives of an association of employees and the representatives of an association of employers or one or more employers may apply to the Lieutenant-Governor in Council through the provincial Minister of Labour to have those terms of such agreements which govern wages, hours of labour, apprenticeship, classification of operations, determination of classes of employers and employees and all such provisions as the Lieutenant-Governor in Council may deem in conformity with the spirit of the Act made obligatory on all employers and employees in the trade, industry, commerce or occupation throughout the province or within the district determined in the agreement. Notice of such application is published and thirty days is then allowed for filing of objections and the Minister may hold an inquiry. After this period, if the Minister considers that the terms of the agreement "have acquired a preponderant significance and importance" and that it is advisable with due regard to economic conditions, an Order in Council may be passed granting the application and making the provisions of the agreement obligatory from the date the Order in Council is adopted. The Order in Council may be amended or revoked by a further Order in Council on the recommendation of the Minister of Labour after consulting the parties to the agreement and after the required notice has been published in the Quebec Official Gazette. A parity committee (formerly called a joint committee) must be formed by the parties to an agreement made obligatory under this Act and the Minister may add to such committee representatives nominated by employers and employees not

parties to the agreement. The committee is to make its own by-laws and when these are approved by Order in Council and noted in the Quebec Official Gazette, the committee is constituted a corporation. A parity committee may require certificates of competency from workers within the scope of the agreement and such by-laws must be approved by Order in Council and published in the Quebec Official Gazette. Proceedings under the Collective Labour Agreements Extension Act were summarized in the LABOUR GAZETTE from June, 1934, to July, 1937. Proceedings under the Workmen's Wages Act were noted in the issues from July, 1937, to April, 1938. Proceedings under the Collective Labour Agreements Act are noted in the issues from May, 1938, to July, 1940. Proceedings under the Collective Agreement Act are noted in the issues beginning August, 1940.

Recent proceedings under the Act include the extension of two new agreements, and the amendment of ten agreements, all of which are summarized below. Requests for the amendment of certain agreements were published in the Quebec Official Gazette as follows: for the paper box (uncorrugated paper) industry throughout the province, in the issue of October 3; for the retail fur trade at Montreal, hardware and paint stores at Quebec, grocers and butchers at Sherbrooke and barbers and hairdressers at Joliette, in the issue of October 10; for the paper box (corrugated paper) industry throughout the Province, in the issue of October 17; for barbers and hairdressers at Joliette, in the issue of October 24.

In addition, Orders in Council were published in the Quebec Official Gazette during October, approving or amending the constitution and by-laws of certain parity committees, and others approving the levy of assessments or amending previous Orders in Council in this connection, by certain other parity committees.

### Manufacturing: Vegetable Foods

#### BAKERS, THREE RIVERS

An Order in Council, dated October 15, and published in the LABOUR GAZETTE, October 24, 1942, amends the previous Orders in Council

for this trade (LABOUR GAZETTE, March, 1938, page 334, and March, 1940, page 281) by providing for a cost-of-living bonus in accordance with the federal government 1942 Order in Council P.C. 5963, beginning with the pay period following September 21, 1942, and with the bonus based on the rise in the cost-of-living since March-April, 1941.

#### Manufacturing: Fur and Leather Products

##### FUR INDUSTRY (WHOLESALE), MONTREAL

An Order in Council, dated October 22, and published in the *Quebec Official Gazette*, October 31, extends the term of this agreement (LABOUR GAZETTE, September, 1940, page 970, May, 1942; page 630, August, page 978 and September, page 1097) to November 30, 1942.

#### SHOE MANUFACTURING INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated September 25, and published in the *Quebec Official Gazette*, October 3, amends the previous Orders in Council for this industry (LABOUR GAZETTE, October, 1937, page 1156, March, 1938, page 335, June, page 691, December, page 1423; July, 1939, page 728, October, page 1065; September, 1940, page 971, December, page 1309; and June, 1941, page 703) by giving a classification of fitting room operations and fixing the following minimum hourly rates for these operations: class I employees 23 cents in Zone I, 21 cents in Zone II, 20 cents in Zone III and 19 cents in Zone IV; apprentices to Class I employees and Class 2 employees, 19 cents in Zone I, 16½ cents in Zone II, 15½ cents in Zone III and 14½ cents in Zone IV; apprentices to Class 2 employees and Class 3 employees 14½ cents in Zone I, 12½ cents in the other three Zones; the period of apprenticeship for classes 1 and 2 is a six month period.

#### Manufacturing: Printing and Publishing

##### PRINTING TRADES, MONTREAL

An Order in Council, dated September 25, and published in the *Quebec Official Gazette*, October 3, extends the term of this agreement (LABOUR GAZETTE, June, 1941, page 704; April, 1938, page 452; June, 1936, page 546, December, page 1181; October, 1939, page 1065; February, 1941, page 183; April, page 473, December, page 1572; May, 1942, page 631, July, page 856) to December 31, 1942.

#### Manufacturing: Metal Products

##### ORNAMENTAL IRON AND BRONZE INDUSTRY, MONTREAL

An Order in Council, dated October 8, and published in the *Quebec Official Gazette*, October 10, amends the previous Orders in Council for this industry (LABOUR GAZETTE, November, 1941, page 1424, and June, 1942, page 738) by extending the term of the agreement to December 31, 1943. Wages: with the authorization of the Regional War Labour Board, the basic minimum hourly wage rates were raised 10 cents per hour, making them: mechanics 88 cents, fitters 78 cents, helpers (shop or field) 68 cents, erectors 88 cents.

#### Construction: Buildings and Structures

##### ELEVATOR CONSTRUCTION INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated September 25, and published in the *Quebec Official Gazette*, October 3, extends the term of this agreement (LABOUR GAZETTE, September, 1941, page 1159, December, page 1573, June, 1942, page 738,

August, page 978, and September, page 1097 to October 31, 1942.

From this date this industry is included under the building trades agreement for Montreal which is summarized below.

#### BUILDING TRADES, THREE RIVERS

An Order in Council, dated October 22, 1942 and published in the *Quebec Official Gazette*, October 31, amends the previous Orders in Council for this industry (LABOUR GAZETTE, May, 1940, page 497, June, page 609, August, page 866, March, 1941, page 334, August, page 1010 September, 1942, page 1097). Under the provisions of the federal government 1942 Order in Council 5963, and with the approval of the Regional War Labour Board, a cost-of-living bonus of 5 cents per hour over the hourly rates of wages paid to each employee on November 15, 1941, such bonus to be effective without change until October 17, 1943.

#### BUILDING TRADES, ST. JEROME

An Order in Council, dated October 22, and published in the *Quebec Official Gazette*, October 31, amends the previous Orders in Council for this industry (LABOUR GAZETTE, May, 1940, page 499; March, 1941, page 334; May, 1939, page 529; September, 1941, page 1160, and December, page 1573) by providing that under the provisions of the federal government 1942 Order in Council 5963, and with the approval of the Regional War Labour Board, a cost-of-living bonus of 5 cents per hour over the hourly rates of wages paid to each employee on November 15, 1941, such bonus to be effective without change until October 10, 1943.

#### ORNAMENTAL IRON AND BRONZE INDUSTRY, MONTREAL

See above under: Manufacturing: Metal Products.

#### BUILDING TRADES, MONTREAL

An Order in Council, dated September 25, and published in the *Quebec Official Gazette*, October 3, extended the term of the 1941 agreement (LABOUR GAZETTE, September, 1941, page 1160, December, page 1573; August, 1942, page 978, and September, page 1097) to October 31, 1942.

Another Order in Council, dated October 28, and published in the *Quebec Official Gazette*, October 31, makes obligatory the terms of a new agreement between: on the one part—The Builders Exchange, Inc. of Montreal and The Retail Merchants Association of Canada, Inc., Quebec Provincial Board, The Master Plumbers Association of Montreal and Vicinity, The Canadian Automatic Sprinkler Association, The Insulation Contractors Association; and on the other part—Le Conseil des Syndicats Catholiques Nationaux des Metiers de la Construction de Montréal et de la Banlieue (The Council of National Catholic Unions of the Building Trades of Montreal) and the Building and Construction Trades Council of Montreal and Vicinity, The United Association of Plumbers and Steamfitters, Local 144, the United Association of Sprinkler Fitters of the Province of Quebec, Local 379, The Heat and Frost Insulators and Asbestos Workers of Canada, The Sheet Metal Workers International Association, Local 116.

Agreement to be in effect from October 31, 1942, to April 30, 1943. This agreement is similar to the one previously in effect and summarized in the LABOUR GAZETTE, September, 1941, page 1160, December, page 1573, and September, 1942, page 1097, with these exceptions:

In the wage scale the rate for terrazzo polishing machine operators (dry) is now 65 cents; kettleman (flooring only) is added at 64 cents.

The elevator construction industry through out the province which was formerly under a separate agreement (*LABOUR GAZETTE*, September, 1941, page 1158 and this issue) is now included in this agreement and with no change in conditions or basic wage rates.

A cost-of-living bonus of 5 cents per hour (applicable to all trades and occupations of this agreement, including elevator construction work) is payable in conformity with the federal government 1942 Order in Council 5963 and with a decision of the Regional War Labour Board; this bonus to be paid without change until September 1, 1943.

#### **Transportation and Public Utilities: Water Transportation**

#### **CHECKERS AND COOPERS (OCEAN NAVIGATION), MONTREAL**

An Order in Council, dated October 8, and published in the *Quebec Official Gazette*, October 17, make obligatory the terms of an agreement between certain shipping companies and

the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, Locals 233 and 566.

Agreement in effect from October 17, 1942, to December 31, 1942, and thereafter from year to year, subject to notice. This agreement is similar to the one previously in effect and summarized in the *LABOUR GAZETTE*, September, 1940, page 972, with the addition of a cost-of-living bonus of 7 cents per hour, to be adjusted in accordance with the provisions of the federal government 1942 Order in Council 5963. To the basic wage rates of 64 cents for checkers and 63 cents for coopers (10 cents above these rates for night work) a war bonus of 6 cents per hour had been added from August 27, 1940. The new cost-of-living bonus is to be paid in addition to the basic rate and the war bonus.

#### **LONGSHOREMEN, INLAND AND COASTAL NAVIGATION, MONTREAL**

An Order in Council, dated October 22, and published in the *Quebec Official Gazette*, October 31, extends the term of this agreement (*LABOUR GAZETTE*, September, page 1097, August, page 978, July, page 856, and previous issues as noted therein) to February 28, 1943.

### **INDUSTRIAL STANDARDS ACTS, ETC.**

#### **Schedule of Wages and Hours Recently Approved by Provincial Orders in Council in Ontario and Manitoba**

**I**N six provinces—Ontario, Alberta, Nova Scotia, Saskatchewan, New Brunswick and Manitoba—legislation provides that, following a petition from representatives of employers or employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him, call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in all the zones designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations. References to the summaries of these Acts and of amendments to them are given in the *LABOUR GAZETTE*, October, 1940, page 1077. Schedules of wages and hours recently made binding by Orders in Council under these Acts are summarized below.

#### **Ontario**

##### **Manufacturing: Textile Products LADIES' CLOAK AND SUIT MANUFACTURING INDUSTRY, PROVINCE OF ONTARIO**

An Order in Council, dated October 8, and published in *The Ontario Gazette*, October 31, amends the schedule of wages and hours for this industry (*LABOUR GAZETTE*, November, 1941, page 1427, March, 1939, page 337, February, 1938, page 216, and February, 1937, page 219) by making certain changes in overtime conditions by which more overtime may be worked under special circumstances or conditions if permitted by the Advisory Committee. The powers of the Advisory Committee and certain terms are further defined.

#### **Manitoba**

##### **Manufacturing: Vegetable Foods BAKERS, WINNIPEG AND DISTRICT**

An Order in Council, dated August 28, and published in *The Manitoba Gazette*, September 5, makes binding the terms of a new schedule under the Fair Wage Act, Part II. This schedule is in effect from September 15, 1942, to April 30, 1943, and thereafter until a new schedule made or this one cancelled, and applies to the City of Winnipeg and within 15 miles of it. This schedule is similar to the one previously in effect and summarized in the *LABOUR GAZETTE*, May, 1941, page 595, with these exceptions:

Minimum weekly wage rates for employees under 18 years of age are \$12 during first month, \$13 during second month and \$14 during third month, (a 48 hour week), after which the helpers' rate to apply. Vacation: as in the previous agreement, one week's vacation with pay is given employees with one year's service; it is now further provided that after two years' service, employees will receive two weeks' vacation.

## PRICES, RETAIL AND WHOLESALE IN CANADA, OCTOBER, 1942

### Cost of Living, Prices of Staple Articles and Index Numbers

THE official index of the cost of living was slightly higher at the beginning of October than one month earlier but was fractionally lower than at the beginning of July, the date used for the quarterly adjustment of the cost-of-living bonus. This index on the base period 1935 to 1939 as 100 was 117.8 for October 1; 117.4 for September; 117.9 for July; 115.5 for October, 1941; 107.0 for October, 1940; and 100.8 for August, 1939. The slight advance during the month under review was due mainly to advances in the food group chiefly in the prices of eggs and oranges with less important increases in butter, lard, canned vegetables and lemons. The prices of certain meats, cheese and potatoes averaged somewhat lower. All other groups in the index were unchanged with the exception of fuel, in which a minor advance was recorded due to advances in the prices of coal.

The increase in the index since the outbreak of war was 16.9 per cent as compared with an increase of 35.3 per cent for the comparable period during the last war, namely, from July, 1914 to September, 1917.

After adjustment to the base 100.0 for August, 1939, as required by Order in Council

P.C. 5963 of July 10, 1942, the index was 116.1 at October 1; 116.5 at September 1; 117.1 at July 1 and 114.6 for October 1, 1941. Since the introduction of price control last October the index has advanced therefore 2.3 points as compared with an increase for the corresponding period of the last war of 21.1 points after the index was similarly adjusted to the base July, 1914 as 100.

Foods advanced to 30.7 per cent between August, 1939, and October, 1942; clothing 20 per cent; house furnishings and services 16 per cent; fuel and light 13.9 per cent; rent 7.2 per cent; and the miscellaneous group 5.7 per cent.

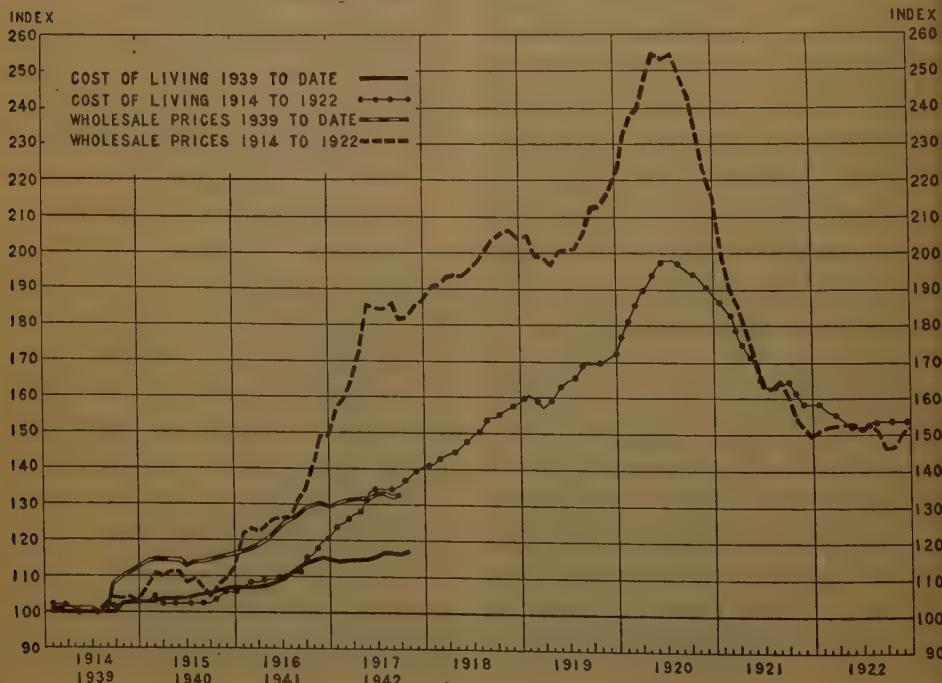
In compliance with Order in Council P.C. 6219 as amended the prices of cigarettes and tobacco used in calculating the index do not include the tax imposed on June 24, 1942, under the Special War Revenue Act.

On page 1237 of this issue reference is made to a statement by the National War Labour Board as to any adjustment in the cost-of-living bonus for the three-month period November 15, 1942, to February 15, 1943.

The control of prices under an Order in Council of November 1, 1941, P.C. 85277

### COST OF LIVING AND WHOLESALE PRICES IN CANADA 1914-1922 AND 1939-1942

BASE: PRICES IN JULY 1914 AND IN AUGUST 1939-100



DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA  
PRICES AS AT THE BEGINNING OF EACH MONTH

	Adjusted to base 100.0 for August, 1939	On base of average prices in 1935-1939 as 100*						
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscel- laneous
1913.....		79.7	88.3	74.3	76.9	88.0	70.3	
1914.....		80.0	91.9	72.1	75.4	88.9	70.3	
1915.....		81.6	92.7	69.9	73.8	96.8	70.9	
1916.....		88.3	103.3	70.6	75.4	110.8	74.5	
1917.....		104.5	133.3	75.8	83.8	130.3	81.5	
1918.....		118.3	152.8	80.2	92.2	152.3	91.4	
1919.....		130.0	163.3	87.6	100.7	175.1	101.2	
1920.....		150.5	188.1	100.2	119.9	218.1	110.3	
1921.....		132.5	143.9	109.2	127.6	123.4	112.5	
1922.....		121.3	121.9	113.7	122.2	147.0	112.5	
1926.....		121.8	133.3	115.9	116.8	139.1	106.1	
1927.....		119.9	130.8	114.5	114.4	135.6	105.1	
1928.....		120.5	131.5	117.3	113.2	135.5	104.8	
1929.....		121.7	134.7	119.7	112.6	134.8	105.0	
1934.....		95.6	92.7	93.2	102.1	97.1		97.8
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2
1939								
August 1.....	100.0	100.8	99.3	103.8	99.0	100.1	100.9	101.3
September 1.....	100.0	100.8	99.4	103.8	98.9	99.6	100.8	101.3
October 2.....	102.7	103.5	106.3	104.4	104.4	99.6	101.0	101.7
November 1.....	103.0	103.8	107.1	104.4	105.3	99.6	101.0	101.9
December 1.....	103.0	103.8	104.7	104.4	105.4	103.3	104.1	102.0
Year.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4
1940								
January 2.....	103.0	103.8	104.5	104.4	105.5	103.3	104.3	101.8
February 1.....	103.0	103.8	104.5	104.4	105.8	103.8	104.3	101.9
March 1.....	103.8	104.6	104.8	104.4	105.7	107.8	105.9	101.9
April 1.....	103.8	104.6	104.8	104.4	105.9	107.8	106.1	101.8
May 1.....	104.1	104.9	104.4	106.9	106.1	107.8	106.2	101.8
June 1.....	104.1	104.9	103.8	106.9	106.0	109.1	106.5	101.8
July 2.....	104.8	105.6	105.3	106.9	107.9	109.1	106.9	102.2
August 1.....	105.1	105.9	105.4	106.9	108.4	109.1	106.9	103.0
September 2.....	105.6	106.4	105.4	106.9	108.5	112.4	108.9	102.8
October 1.....	106.2	107.0	106.1	107.7	108.0	113.5	109.7	102.8
November 1.....	106.9	107.8	108.7	107.7	108.5	113.5	110.0	102.8
December 2.....	107.1	108.0	109.1	107.7	108.5	113.5	110.7	102.8
Year.....		105.6	105.6	106.3	107.1	109.2	107.2	102.3
1941								
January 2.....	107.4	108.3	109.7	107.7	108.6	113.7	110.8	103.1
February 1.....	107.3	108.2	108.8	107.7	108.7	114.1	111.5	103.1
March 1.....	107.3	108.2	109.0	107.7	108.9	114.2	111.6	102.9
April 1.....	107.7	108.6	110.1	107.7	108.9	114.3	111.7	102.9
May 1.....	108.5	109.4	109.7	109.7	109.2	114.5	111.8	105.1
June 2.....	109.6	110.5	112.5	109.7	110.2	114.9	112.1	105.6
July 2.....	111.0	111.9	116.6	109.7	110.5	115.1	113.0	105.6
August 1.....	112.8	113.7	121.3	109.7	110.5	115.7	114.3	106.1
September 2.....	113.8	114.7	123.3	109.7	110.9	117.4	115.8	106.4
October 1.....	114.6	115.5	123.2	111.2	112.1	119.6	117.3	106.5
November 1.....	115.4	116.3	125.4	111.2	112.7	120.0	117.9	106.7
December 1.....	114.9	115.8	123.8	111.2	112.7	119.9	117.9	105.1
Year.....		111.7	118.1	109.4	110.3	116.1	113.8	
1942								
January 2.....	114.5	115.4	122.3	111.2	112.9	119.9	118.0	106.8
February 2.....	114.8	115.7	123.1	111.2	112.9	119.8	118.0	107.1
March 2.....	115.0	115.9	123.7	111.2	112.9	119.8	118.0	107.1
April 1.....	115.0	115.9	123.7	111.2	112.9	119.8	118.1	107.1
May 1.....	115.2	116.1	124.3	111.3	112.9	119.9	118.0	107.1
June 1.....	115.8	116.7	126.2	111.3	112.6	119.9	117.9	107.1
July 2.....	117.0	117.9	130.3	111.3	112.5	120.0	117.9	107.1
August 1.....	116.8	117.7	129.6	111.3	112.5	120.1	117.8	107.1
September 1.....	116.5	117.4	128.5	111.3	112.5	120.1	117.8	107.1
October 1.....	116.9	117.8	129.8	111.3	112.8	120.1	117.8	107.1

\* For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100. The cost of living bonus provided for by the Wartime Wages Control Order, July 10, 1942, P.C. 5963, replacing P.C. 5253, must be based on the index shown in the left-hand column. For each rise of one point in the index the amount of the bonus or its increase shall be:—(1) twenty-five cents per week for all adult male employees, and for all other employees employed at weekly wage rates of twenty-five dollars or more, and (2) one per cent of their basic weekly wage rates for male employees under twenty-one years of age and female workers employed at basic wage rates of less than twenty-five dollars per week.

**DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES IN CANADA AT THE BEGINNING OF OCTOBER, 1942**

	Total	Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
Halifax.....	115.5	133.5	104.8	105.9	116.6	114.7	105.7
Saint John.....	116.6	128.3	107.3	109.5	121.2	116.0	107.7
Montreal.....	119.4	134.0	108.3	116.3	123.2	117.6	105.1
Toronto.....	116.3	129.5	108.5	117.5	117.5	113.8	107.3
Winnipeg.....	114.5	128.5	104.4	107.1	117.0	115.8	105.6
Saskatoon.....	117.0	123.1	113.1	107.0	119.2	119.7	105.1
Edmonton.....	113.6	128.2	100.0	99.4	123.3	117.1	104.9
Vancouver.....	115.4	133.1	99.4	111.5	119.8	112.9	105.3

**AVERAGE RETAIL PRICES IN SIXTY-NINE CITIES IN CANADA FOR CERTAIN STAPLE FOODS AND FUEL AT CERTAIN DATES 1914 TO 1942**

Commodities	Unit	Oct.	Sept.	Oct.											
		1914	1915	1916	1917	1918	1920	1922	1933	1939	1940	1941	1942	1942	1942
Beef, sirloin steak.....	lb.	25.1	23.8	26.2	31.2	38.1	40.1	29.1	36.4	20.9	29.9	30.8	34.6	37.3	36.9
Beef, round steak.....	lb.	22.9	28.3	34.5	35.0	24.0	31.6	16.7	25.5	26.7	30.3	33.7	33.2	30.6	30.6
Beef, rib roast.....	lb.	20.6	25.5	21.1	31.7	22.0	29.0	15.7	22.1	23.0	29.4	32.3	31.9	34.5	34.5
Beef, shoulder.....	lb.	17.5	18.4	17.2	21.7	27.1	25.2	15.9	22.7	11.0	16.9	17.4	21.3	24.4	23.9
Beef, stewing.....	lb.	18.1	17.5	19.7	23.6	28.0	29.0	18.7	24.9	11.5	17.2	17.4	20.4	20.1	20.1
Veal, forequarter.....	lb.	18.1	17.5	19.7	23.6	28.0	29.0	18.7	24.9	11.5	17.2	17.4	21.2	23.3	23.4
Mutton, hindquarter.....	lb.	21.4	20.8	24.2	29.2	36.4	36.3	27.2	31.0	17.9	24.6	28.0	31.9	35.2	34.5
Pork, fresh, from ham.....	lb.	20.4	19.6	23.5	31.9	38.0	42.3	30.0	31.4	17.2	24.5	23.9	29.9	30.3	30.6
Pork, salt mess.....	lb.	19.0	17.9	20.1	28.6	35.0	37.2	26.9	27.7	15.8	21.8	20.6	23.9	24.5	24.5
Bacon, not sliced.....	lb.	26.9	28.0	30.5	41.7	51.1	60.1	41.6	40.9	21.3	32.4	29.7	40.1	39.7	40.1
Bacon, sliced.....	lb.	.....	.....	.....	.....	63.5	46.3	45.1	24.4	35.9	32.9	43.2	43.9	44.2	44.2
Fish, salt cod.....	lb.	.....	.....	.....	24.6	21.7	21.0	17.6	18.6	19.8	22.2	26.4	27.1	27.1	27.1
Fish, finnan haddie.....	lb.	.....	.....	.....	21.5	20.2	20.2	17.4	17.5	20.8	25.1	25.3	25.3	25.3	25.3
Lard.....	lb.	18.7	17.9	21.1	31.5	37.1	37.2	22.7	21.7	13.1	13.3	10.4	17.6	15.8	15.9
Eggs, fresh.....	doz.	35.3	36.2	43.6	50.7	60.7	73.0	41.7	51.3	29.2	38.0	38.0	43.0	44.4	50.4
Eggs, cooking.....	doz.	31.5	31.6	38.3	46.4	55.0	66.7	37.4	45.1	22.7	30.2	29.9	37.6	37.6	41.5
Milk.....	qt.	9.0	8.5	9.1	10.4	12.6	15.4	11.6	12.4	5.9	10.8	11.0	11.7	11.9	12.0
Butter, dairy.....	lb.	29.5	30.4	37.1	42.4	50.6	62.9	38.4	42.6	21.1	28.2	24.3	36.9	35.9	36.3
Butter, creamy.....	lb.	34.7	35.1	42.4	47.3	55.7	69.1	43.0	46.9	24.2	31.9	27.6	39.3	39.1	39.5
Cheese, Canadian, mild.....	lb.	20.3	21.1	26.1	30.6	31.4	38.6	27.6	33.0	19.7	23.3	23.8	32.7	34.3	34.0
Bread, white.....	lb.	4.5	4.4	5.6	7.3	7.9	9.6	6.8	8.0	5.9	6.5	6.7	6.8	6.8	6.8
Flour.....	lb.	3.8	3.5	4.8	6.8	6.9	8.0	4.5	5.4	3.3	3.5	3.6	3.6	3.6	3.6
Rolled oats, bulk.....	lb.	5.0	4.8	5.0	6.5	8.1	8.5	5.6	6.4	5.1	5.3	5.3	5.5	5.7	5.7
Rice.....	lb.	6.6	6.1	6.8	9.4	12.3	16.6	10.6	10.3	8.1	8.3	8.9	10.4	11.3	11.5
Tomatoes, canned, 2½'s.....	tin	.....	.....	.....	21.2	18.7	15.7	11.8	11.3	13.0	13.9	13.9	13.9	13.9	13.9
Peas, canned, 2's.....	tin	.....	.....	15.8	19.4	21.2	18.5	16.1	12.2	11.0	11.4	12.4	12.8	12.8	12.8
Corn, canned, 2's.....	tin	.....	.....	18.7	24.2	21.2	18.9	16.0	11.7	10.9	11.2	13.4	13.6	13.7	13.7
Beans, dry.....	lb.	6.8	7.4	10.4	16.5	16.6	11.7	8.7	11.8	4.5	6.4	7.0	6.4	6.6	6.5
Onions.....	lb.	.....	.....	.....	.....	7.4	5.0	5.7	3.5	3.8	3.7	4.9	5.4	5.0	5.0
Potatoes.....	75 lb.	88.3	87.5	132.5	.....	178.3	173.6	101.1	184.4	102.7	129.8	108.3	123.3	123.3	123.3
Potatoes.....	15 lb.	13.7	12.1	13.4	16.2	23.1	29.2	23.8	21.3	15.1	15.6	15.2	15.0	15.8	15.9
Apples, evaporated.....	lb.	13.2	12.9	13.2	15.9	18.8	27.4	19.6	14.6	12.1	11.5	12.4	12.9	13.0	13.0
Prunes, medium.....	lb.	29.5	24.6	15.8	16.9	16.9	16.9	16.9	16.9	16.7	17.1	17.1	16.8	16.8	16.8
Raisins, seedless, 16 oz.....	pkg.	.....	.....	31.1	23.1	19.4	16.1	15.2	15.4	15.1	15.2	15.1	15.2	15.2	15.2
Currents.....	lb.	.....	.....	43.2	34.5	26.4	20.1	16.8	16.1	15.9	16.2	16.2	16.3	16.3	16.3
Peaches, canned, 2½'s.....	tin	.....	.....	.....	33.1	28.4	27.4	23.7	19.6	19.5	19.3	18.9	18.9	19.0	19.0
Corn syrup, 5 lb.....	tin	7.8	7.5	9.2	10.6	12.2	74.8	50.7	42.4	41.3	42.9	44.6	58.1	59.9	60.2
Sugar, granulated.....	lb.	7.0	6.9	8.4	9.7	11.2	20.4	8.2	8.0	6.8	7.5	8.6	8.6	8.6	8.4
Sugar, yellow.....	lb.	39.5	38.9	39.7	48.9	62.0	66.8	58.4	70.2	42.5	60.8	68.5	79.4	84.4	84.4
Tea, black.....	lb.	39.8	39.4	39.5	40.4	46.1	62.2	53.4	60.2	39.5	40.2	45.4	48.1	48.1	48.1
Coffee.....	lb.	.....	.....	.....	.....	33.1	28.4	27.4	23.7	19.6	19.5	19.3	18.9	18.9	18.9
Cocoa, ½ lb.....	tin	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Coal, anthracite, U.S.....	ton	8.03	8.41	9.27	10.96	12.61	20.07	18.61	18.15	14.99	14.57	15.71	16.45	16.57	16.57
Coal, bituminous.....	ton	6.04	5.91	6.38	8.71	10.02	14.51	12.32	10.09	9.22	9.55	10.02	10.53	10.61	10.61
Coke.....	ton	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Wood, hard, long.....	cord	6.81	6.65	7.03	8.73	12.03	13.40	12.79	12.18	9.54	9.69	9.92	11.25	11.44	11.42
Wood, hard, stove.....	cord	5.04	4.84	5.06	6.53	9.41	10.58	9.51	8.71	7.31	7.13	7.35	8.04	8.32	8.24
Wood, soft, long.....	cord	.....	.....	.....	.....	12.41	11.41	10.95	8.84	8.58	8.86	9.46	9.69	9.78	9.78
Wood, soft, stove.....	cord	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

a Rolled.

b Blade.

c Lamb.

d Grade A.

f Grade B.

h Kind most sold.

## DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF WHOLESALE PRICES IN CANADA†

Average Prices in 1926=100

Commodities	Com-modities	1913	1918	1920	1922	Oct. 1926	Oct. 1929	Oct. 1930	Oct. 1933	Oct. 1937	Oct. 1939	Oct. 1940	Oct. 1941	Sept. 1942	Oct. 1942
All commodities.....	567	64·0	127·4	155·9	97·3	98·1	96·8	81·0	67·9	84·7	79·6	83·3	93·8	96·0	96·8
Classified according to chief component material—															
I. Vegetable Products.....	135	58·1	127·9	167·0	86·2	96·9	96·3	66·7	59·2	87·6	68·5	69·7	80·2	85·1	85·6
II. Animals and Their Products.....	76	70·9	127·1	145·1	96·0	98·3	109·9	95·3	60·8	81·7	80·8	80·2	101·1	101·6	104·5
III. Fibres, Textiles and Textile Products.....	85	58·2	157·1	176·5	101·7	96·6	90·4	77·5	71·4	70·7	75·8	83·7	97·1	92·0	92·0
IV. Wood, Wood Products and Paper.....	49	63·9	89·1	154·4	106·3	98·9	93·0	85·6	64·4	76·2	83·6	91·4	98·3	101·7	102·6
V. Iron and Its Products.....	44	68·9	156·9	168·4	104·6	99·7	93·5	90·0	85·7	105·0	100·5	106·2	112·7	115·3	115·3
VI. Non-Ferrous Metals and Their Products.....	18	98·4	141·9	135·5	97·3	98·3	97·5	70·5	65·5	77·4	74·9	77·7	78·2	79·7	79·7
VII. Non-Metallic Minerals and Products.....	83	56·8	82·3	112·2	107·0	99·2	92·3	90·9	85·2	87·3	86·1	90·8	98·9	100·0	100·1
VIII. Chemicals and Allied Products.....	77	63·4	118·7	141·5	105·4	99·7	95·4	91·3	81·0	81·9	82·3	90·3	103·5	102·2	102·0
Classified according to purpose—															
I. Consumer's Goods—	236	62·0	102·7	136·1	96·9	98·0	95·5	86·0	72·1	80·6	79·9	84·1	96·7	96·0	96·9
Food, Beverages and Tobacco.....	126	61·8	119·0	150·8	90·2	97·5	103·7	87·0	64·7	83·0	79·1	79·4	96·2	93·5	100·7
II. Producers' Goods—	110	62·2	91·9	126·3	101·4	98·3	90·1	85·4	77·1	79·0	80·4	87·3	97·0	94·3	94·3
Producers' Equipment.....	402	67·7	133·3	164·3	98·8	97·9	97·1	74·6	63·4	84·8	74·4	78·4	85·7	89·1	89·3
Producers' Materials.....	24	55·1	81·9	108·6	104·1	97·4	94·3	91·2	85·4	94·5	96·4	102·2	108·0	110·4	110·4
Building and Construction Materials.....	378	69·1	139·0	171·0	98·2	97·9	97·4	72·8	60·9	83·7	72·0	75·7	83·2	86·7	86·9
Manufacturers' Materials.....	111	67·0	100·7	144·0	108·7	98·1	98·5	85·6	81·0	92·6	92·8	98·0	111·1	114·1	115·5
267	69·5	148·1	177·3	95·8	97·9	97·1	70·0	57·5	82·2	68·5	71·9	78·5	82·1	82·1	82·1
Classified according to origin—															
I. Farm—	188	59·2	134·7	176·4	91·2	96·7	94·0	66·7	59·6	82·1	66·2	68·3	79·5	81·8	82·2
A. Field.....	105	70·1	129·0	146·0	95·9	98·9	106·3	91·7	62·6	81·4	81·8	81·5	98·8	99·3	101·6
B. Animal.....	70	64·1	132·6	160·6	88·0	98·6	105·9	70·4	51·2	86·5	64·8	64·6	74·1	84·3	85·7
Farm (Canadian).....	16	65·9	111·7	114·1	91·7	102·4	110·4	95·8	68·5	76·1	80·1	83·9	101·4	115·0	117·7
II. Marine.....	57	60·1	89·7	151·3	106·8	99·9	92·9	85·4	64·7	75·9	83·2	91·0	97·9	101·2	102·1
III. Forest.....	203	67·9	115·2	134·6	106·4	99·5	92·1	86·8	81·5	88·9	86·8	92·2	97·3	99·0	98·9
IV. Mineral.....	245	63·8	120·8	154·1	94·7	98·3	100·5	73·3	57·5	83·5	71·7	74·8	85·3	91·4	93·1
All raw (or partly manufactured).....	322	64·8	127·7	155·5	100·4	98·1	93·7	83·9	71·2	81·4	79·4	81·8	92·2	92·0	92·2
All manufactured (fully or chiefly).....															

† The Dominion Bureau of Statistics issues reports on prices with comprehensive figures as follows:—monthly, Prices and Price Indexes (Canada); quarterly, Price Movements in other Countries; annually, Prices and Price Indexes (Canada and Other Countries).

\* Prior to 1926 number of commodities was 236; 1926 to 1933 inclusive, 502, and since January, 1934, the number is 567.

became effective on December 1, 1941, the Order having been amended to change the effective date from November 17 to December 1. The text of P.C. 8527 which appeared in the LABOUR GAZETTE, for November, 1941, on page 1371 provided that no person should sell any goods or supply services at prices higher than during the period September 15 to October 11, except under the regulations of the Wartime Prices and Trade Board. In each issue of the LABOUR GAZETTE the activities of the Board in the operation of the price control policy are summarized. Prices of certain fresh fruits and vegetables and certain kinds of fresh, cured and canned fish were exempted by the Board from the provisions of the maximum prices regulations. The order does not apply to sales by farmers and fishermen to dealers or processors of live stock, poultry, eggs, milk, cream, dairy butter, farm-made cheese, honey, maple syrup and fish, but does apply to sales by such dealers and processors and to sales by farmers and fishermen to consumers.

The index number of the cost of living was constructed on the basis of a survey of expenditure of 1,439 families of wage-earners and salaried workers with earnings between \$450 and \$2,500 in 1938. The average expenditure was \$1,453.90 divided as follows: food (31·3 per cent), \$443; shelter (19·1 per cent), \$269.50; fuel and light (6·4 per cent), \$90.50; clothing, (11·7 per cent), \$165.80; home furnishings (8·9 per cent), \$125.70; miscellaneous (22·6 per cent), \$319.40.

The last named group includes health (4·3 per cent), \$60.80; personal care (1·7 per cent), \$23.90; transportation (5·6 per cent), \$79.30; recreation (5·8 per cent), \$82.10; life insurance (5·2 per cent), \$73.30. Other expenditure not directly represented in the index was \$40.

The Dominion Bureau of Statistics has issued an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. The figures at certain dates since August, 1939, are: August, 1939, 100·0; September, 100·0; October, 103·8; November, 104·3; December,

## RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING

LOCALITY	Beef						Veal			Pork						Bacon
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.	Boneless fronts, per lb.	Shoulder roast, per lb.	Lamb, leg roast, per lb.	Fresh loin, per lb.	Fresh, leg roast, from ham, per lb.	Fresh shoulder, per lb.	Salt, regular meat, per lb.	Breakfast, not sliced, per lb.	Medium, sliced, per lb.		
	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents		
<b>Dominion (average).....</b>	<b>36.9</b>	<b>33.2</b>	<b>31.9</b>	<b>23.9</b>	<b>20.1</b>	<b>26.2</b>	<b>23.4</b>	<b>34.5</b>	<b>33.8</b>	<b>30.6</b>	<b>26.1</b>	<b>24.5</b>	<b>40.1</b>	<b>44.2</b>		
<b>Nova Scotia (average).....</b>	<b>40.0</b>	<b>33.9</b>	<b>31.0</b>	<b>24.9</b>	<b>20.4</b>	<b>27.7</b>	<b>36.1</b>	<b>33.5</b>	<b>33.3</b>	<b>26.1</b>	<b>23.7</b>	<b>40.3</b>	<b>43.9</b>			
1—Sydney.....	46	37	29	23.5	20	36.7	35	35	35	28.3	24	24.4	38	43.9		
2—New Glasgow.....	38.4	33.7	32.6	25.8	21.4	15	36	33.9	35	28.3	24	24.2	43.8			
3—Amherst.....	37	32.5	30	22	17.3	36	32.3	35	35	23.9	22	24.5	45.4			
4—Halifax.....	38.8	32.4	29.3	23.4	21	18	34.6	33.7	30	20.2	23.6	41	42.5			
5—Windsor.....	40	34	32	24.4	18.7	37	34.2	35	35	25.8	23.7	24.3	43.8			
6—Truro.....	37.8	32.6	31.4	24.3	19.8	20.0	33.3	34.7	30.0	27.7	24.2	40.0	44.4			
7—P.E.I.—Charlottetown.....	40.2	33.1	31.1	23.4	19.1	23.7	24.0	35.6	31.9	33.0	25.9	23.9	37.8	43.8		
<b>New Brunswick (average).....</b>	<b>38.1</b>	<b>31.6</b>	<b>30</b>	<b>23</b>	<b>17.4</b>	<b>25</b>	<b>36.5</b>	<b>33.3</b>	<b>33</b>	<b>27.9</b>	<b>23.7</b>	<b>36.5</b>	<b>45.7</b>			
8—Moncton.....	38.1	31.6	30	23	17.4	25	36.5	33.3	33	26.5	23.4	39	41.5			
9—Saint John.....	42.4	34.6	32	23.7	20.3	22.4	23	34.7	32.7	33	23.4	24.6	45			
10—Fredericton.....	40	33.4	31.3	22.7	19.5	25	35.6	29.7	30	27.7	24.2	36	45			
11—Bathurst.....	32.7	30	24.3	19.3	25	31	34.7	33.7	30	27.7	24.2	36	45			
<b>Quebec (average).....</b>	<b>35.1</b>	<b>33.7</b>	<b>28.9</b>	<b>22.8</b>	<b>16.2</b>	<b>25.2</b>	<b>23.4</b>	<b>31.8</b>	<b>27.9</b>	<b>29.2</b>	<b>23.8</b>	<b>23.9</b>	<b>35.5</b>	<b>42.0</b>		
12—Quebec.....	34.1	32.5	23.6	22.7	14.5	25.6	20	30.3	24	23	22.7	23.9	28	38.9		
13—Three Rivers.....	35.1	32.5	27	22.1	17.3	22	23	30	26.7	28	23.5	22	41	46		
14—Sherbrooke.....	37.3	34.4	29.6	24.5	16.6	26.9	25	32.5	30.7	32	23.6	23.7	38	36.6		
15—Sorel.....	35.9	36.6	29	21.5	16.2	24.3	21	31.4	28.9	21.5	22.8	22.8	44.4			
16—St. Hyacinthe.....	30.1	30.2	27.3	20.8	17.6	26.4	25	31	26.4	27.7	20.4	20.4	43.2			
17—St. Johns.....	40	36	30.5	25	15.3	29	25	30	24.1	28	23.6	23.5	35			
18—Thetford Mines.....	30.1	33.9	24.2	15.3	25	30	24.1	35	31	26	27	20.4	43.2			
19—Montreal.....	37	34.2	33.1	21.3	16.5	22.9	24	33.8	31	35	24.4	26.7	43.8			
20—Hull.....	36.1	33.9	31.2	23.3	16.3	24.1	25	31	31	26	27	20.4	43.2			
<b>Ontario (average).....</b>	<b>37.3</b>	<b>34.1</b>	<b>33.2</b>	<b>25.0</b>	<b>21.2</b>	<b>27.3</b>	<b>25.8</b>	<b>35.6</b>	<b>36.1</b>	<b>31.9</b>	<b>27.7</b>	<b>25.4</b>	<b>40.6</b>	<b>44.1</b>		
21—Ottawa.....	38.7	34.6	34.9	25.9	21.3	25.3	23	33.6	33.2	33	26.4	26.1	46.3			
22—Brockville.....	35	34	25	25	20	25	26	36.3	33.3	33	25.3	25.8	43.4			
23—Kingston.....	36.9	33.3	31.5	24.3	17	22.3	25	33.8	35.5	35	25.8	26.2	43.3			
24—Belleville.....	34	31.1	31.4	22.8	17.3	20	29	35	34	30	27.3	27.3	44.5			
25—Peterborough.....	38.1	34.6	34	25.8	21.2	25	36.1	37.2	30	28.8	26.6	44.2				
26—Oshawa.....	37	33	32.3	23.4	22	28.6	26	36.3	37	30	23.3	42	44.8			
27—Orillia.....	39	35.2	34.7	26.5	25	28	28	38.8	37.8	30	26	46.1				
28—Toronto.....	38.1	34.1	37.3	26.7	23.4	28.6	18	35.5	37.3	37	25.6	26.7	44	47.2		
29—Niagara Falls.....	38.1	35.3	34.4	26.3	19.3	25	35	37.3	37	37	27.3	24.3	43.8			
30—St. Catharines.....	31—Hamilton.....	38.9	36	35.2	26.7	24.9	29.9	36.7	36.7	30	27.3	40	44.1			
32—Brantford.....	36.5	34.4	32.3	25	18.4	27.2	25	35.4	36.9	29	29.9	41	44.3			
33—Galt.....	37.2	33.6	35	25.6	22.4	28.8	28	36	37.4	37	39	45.9				
34—Guelph.....	33.7	31.6	31.2	23.4	22	28.6	26	36.2	35.7	28.5	43	45.9				
35—Kitchener.....	36.6	34.9	32	24.8	21.9	27.4	24	35.4	36.8	28.4	28.5	43.6				
36—Woodstock.....	37.4	34.5	35	25	23.7	27.7	23	34.8	37.7	26.7	44.7					
37—Stratford.....	38.1	35	34.6	25.3	21.2	27.2	25	36.2	36.5	26.4	45.1					
38—London.....	39.5	35.5	34.6	25.7	22.1	28	28	36.4	36.7	32	27.5	40	43.9			
39—St. Thomas.....	39.5	35.5	34.6	26.7	19.5	20.6	24	37.8	36.7	31	25.4	43.7				
40—Chatham.....	36.9	34.7	34.3	26.7	22.7	27.8	24	33.6	35.4	35	26.1	43.3				
41—Windsor.....	38	34.9	32.3	25.9	22.7	27.7	24	33.6	35.4	35	28.6	24	38			
42—Sarnia.....	37	33	32.3	24.4	21.7	28	24	35.4	34.9	27.6	27.7	43.9				
43—Owen Sound.....	36.6	34.1	34	24.0	20.7	27.5	24	36.4	34.7	30	26	44.9				
44—North Bay.....	39.2	35.2	36.4	26.7	25	28	24	37.3	33	38	26	44.1				
45— Sudbury.....	35.7	32.7	31.3	24.1	18.6	27.5	28	33	35.8	29.5	28	23.7	39	40.7		
46—Cobalt.....	47—Timmins.....	33.6	31.7	31	23.8	21	24.5	25	34.4	35.5	35	40	40			
48—Sault Ste. Marie.....	39.4	35.9	29.2	25.4	20.3	20	25	34.5	35.1	30	27.1	23.1	38	42.3		
49—Port Arthur.....	37.2	32.5	30.2	21.5	20	25	25	34	35.3	32	27.5	24.4	45.9			
50—Fort William.....	37.4	34.9	29.8	22.3	19.1	27.8	28	34.7	35.9	33	27.9	24.1	43.4			
<b>Manitoba (average).....</b>	<b>32.8</b>	<b>28.1</b>	<b>29.3</b>	<b>21.3</b>	<b>18.7</b>	<b>24.5</b>	<b>20.8</b>	<b>30.7</b>	<b>35.3</b>	<b>25.0</b>	<b>26.5</b>	<b>22.5</b>	<b>44.8</b>			
51—Winnipeg.....	34.7	29.9	29.2	22	20.6	24.5	21.5	30.3	36.2	28.9	22.5	44.1				
52—Brandon.....	30.8	26.3	29.3	20.5	16.8	22.5	20	31	34.3	25	24	45.4				
<b>Saskatchewan (average).....</b>	<b>31.6</b>	<b>27.7</b>	<b>28.5</b>	<b>19.9</b>	<b>16.3</b>	<b>21.9</b>	<b>19.8</b>	<b>29.6</b>	<b>29.0</b>	<b>26.0</b>	<b>20.9</b>	<b>22.4</b>	<b>39.3</b>	<b>41.6</b>		
53—Regina.....	35.3	30.2	29.0	20.7	18.7	21.8	22	30.1	30.8	27	21.8	23.9	43			
54—Prince Albert.....	25.3	23.4	26.7	17	13.6	21.7	19	29.3	24.6	22	16.5	36.2				
55—Saskatoon.....	31.1	27.6	27.6	20.1	15.7	22.1	18	27.8	30.4	28	22.2	20.8	35			
56—Moose Jaw.....	34.5	29.6	30.8	21.7	17.3	20	31.2	30	27	23.2	40	44				
57—Medicine Hat.....	34.1	30.2	29.5	21.2	18.2	22.4	23.0	32.3	35.7	23	23.7	44.1				
58—Drumheller.....	33.9	31.7	27	18	13	21	23	32.3	35.7	28	23.7	42.9				
59—Edmonton.....	31.1	28	29.8	19.9	16.9	21.2	23	29.9	33.1	29	24.9	22.7	42.1			
60—Calgary.....	36.7	30.7	33.5	21.9	21.1	23.5	24.1	34.1	33.1	24.9	22.7	42.1				
61—Lethbridge.....	34.3	30	27	21.4	16.7	23	23	29.3	25	22.7	23.8	45.9				
<b>British Columbia (average).....</b>	<b>40.0</b>	<b>35.7</b>	<b>36.5</b>	<b>25.7</b>	<b>23.2</b>	<b>29.2</b>	<b>23.6</b>	<b>36.4</b>	<b>34.8</b>	<b>31.5</b>	<b>26.9</b>	<b>25.7</b>	<b>44.0</b>	<b>48.8</b>		
62—Fernie.....	37	35	36.7	25.3	23	28.3	36	35	35	23.7	44					
63—Nelson.....	40	37	40	28.3	27.3	28	38.5	35	35	25.7	43	45.8				
64—Trail.....	41	35.7	35.4	26.7	25.2	28.5	27	40	37	35	25.7	43	46.3			
65—New Westminster.....	37.6	33.9	34.1	23.4	23.7	27.5	21	33.1	33.1	29	26.2	24.7	44.9			
66—Vancouver.....	40.3	34.9	34.9	23.5	21.6	28.6	18	34.3	33.7	29	26.5	42	51.1			
67—Victoria.....	43	37	38.1	25.7	26.6	32	24	36.7	36.5	33	27.7	47	50.5			
68—Nanaimo.....	41.4	36.7	36	27.3	25.6	30	24	36.5	33.8	28	26.2	45	53.5			
69—Prince Rupert.....	37	35	36.7	25.3	23	28.3	28	36.5	33.8	28	27	50				

a. Price per single quart higher.

b. Grocers' quotations.

AND RENTALS IN CANADA AT THE BEGINNING OF OCTOBER, 1942

Fish												Butter		
Ham, boiled, sliced, per lb.	Cod steak, fresh, per lb.	Halibut, fresh and frozen, per lb.	Whitefish, fresh and frozen, per lb.	Salt cod, boneless, per lb.	Finnan haddie, per lb.	Salmon, pink, per lb. tin	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Grade A, medium or large, per doz.	Grade B, medium or large, per doz.	Milk, in bottles, per quart	Dairy, prints, rolls, etc., per lb.	Creamery, prints, per lb.	
cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	
65.1	22.7	36.1	24.7	27.1	25.3	22.0	15.9	19.4	50.4	41.5	12.0	36.3	39.5	
65.0	17.2	38.4	27.7	21.3	23.4	17.2	19.6	54.1	44.9	12.1	39.0	42.8	1	
68.3	15.7	35	27.1	18.3	22.1	16.5	19.2	57.5	13	36	42.0	42.9	2	
64.5	18.3	36.8	27.3	25.2	17.4	19.7	49.7	12	40	42.9	42.9	3		
61.3	35	27.8	24.6	18.2	19.9	52.9	45	11b	42.9	43.1	4			
65.9	17.9	41.9	27	21.5	16.7	19.7	57	44.7	12.5a	41	42.5	42.5		
64.8	17	43	30	24.3	23.8	17.4	19.9	54.2	12	42.5	42.5	6		
65.3			26.4	22.8	16.8	19.1	46.9	40.9	11.0	36.0	40.0	7		
65.1	18.1	38.9	27.1	21.8	23.9	17.1	19.3	49.9	43.8	12.3	41.8			
62.5	15	37.2	27.9	23.9	17.3	19.9	53.7	46.5	12	40	42.5	8		
66.6	17.5	43	28.1	21.8	23.7	16.2	19.2	56.9	44.5	13	40	41.8	9	
66.2	21.7	37.5	27.3	23.1	17.3	19.7	48.9	46	12	40	42.3	10		
68.9	18.9	36.8	27.9	28.0	25.7	22.1	15.9	18.8	50.8	43.8	10.8	36.6	38.4	
59	16	35.7	25.3	24	21.2	15.8	19.1	49.9	40.7	12	35	39.2	12	
67.6	38	29	27	20.9	16.1	19.2	50.1	43.4	11	37	38.1	13		
67.7	20		23	16.6	19.1	50.5	43.3	11.1a	35	37.8	14			
67.7			22.7	15.5	18.9	44	42.7	10		39.1	15			
64.5	20	37.5	22.6	15.9	19	51.3	47.9	9		38.3	16			
69.7			22.5	16.3	18.8	52.6	47.8	10b		38.4	17			
66.1			21.2	16.9	18.5		39.9	10		38.2	18			
70.6	19.7	37.7	29.5	28	26.7	22	15.2	18.7	54.7	44.9	12.5a	38	38.5	
69	35		25	23	15.1	18.3	52.9	43.3	12		38.3	20		
64.8	22.3	36.8	28.9	26.0	21.9	15.9	19.1	51.6	42.8	12.4	38.0	39.1		
67.5	35.8	27.3	21.9	16.1	18.1	18.9	55.5	53	12	39	39	21		
64.5	28	36.5	20	15.8	19.5	50.7	38.3	12		38.1	22			
63.2	23.5	37.5	25.3	26	23.4	15.5	51.3	43.7	12	38.2	23			
64.1			21.3	16.1	19	49.6	41	12	39	39	24			
63.5			21.7	15.9	19.1	49	45.3	12	36	39.6	25			
65.8			24.4	16.1	19.4	54.5		12		39.4	27			
61.5			22.5	15.7	19.2	44.5		12		39.1	28			
67.4	21.1	42.7	30.1	20.5	16	19	55.2	43.5	13	39	39.6			
64.4			21.5	15.6	19.5	53.8		12.5a	40	39	29			
64.5			22.3	15.4	19	53.4		12.5a	36.5	39.6	30			
65.5	25	41.9	32.5	22.3	15.4	19.1	53.6	45.7	12.5a	39	39.7	31		
64.8	18	35	30	23	15	19.1	50.2		12	38	39.0	32		
66.4	26		22.6	15.9	19.1	49.2	40.9	12	35	39.2	33			
66.2			23	15.3	19.1	50.1		12		39.1	34			
65	42		22.2	15.8	19.1	47.6	41.6	12		39.1	35			
64.2			22	15.1	18.9	46	40.9	12		38.8	36			
64.5	35	29	23	15.9	19.7	49.7	42.3	12		39.4	37			
65.6	18	35	27.5	20.6	15.8	18.9	52.6	47.2	12	39	38.9	38		
65.7	35		27.7	20.1	16.6	19.3	52.7		12	40	39.7	39		
65.5			20.7	15.5	19.3	48.1		12		38.4	40			
65.2	19	35	33.5	20.1	15.6	19	53.9		13	38.4	41			
65.4			23.5	17.1	19.2	50.6	43.7	12		39.7	42			
62.3			21.5	16	19	47.3	39.5	12		39.7	43			
63.8			23	16.5	19.3	54.5		13		39.2	44			
64.1			22.2	16.5	19.3	57.9	45.6	13	38	39	45			
64.3	37		22.7	17.3	19.3	55.3	42.3	14		39	47			
62.2			20.1	15.9	19.2	53.4		13		39	48			
66.3		25	22.2	15.8	18.7	52.3		13		38.6	49			
66.5	30	23	24.2	22.1	15.8	18.7	53.6		13	38.7	50			
65.6	25.0	36.7	24.0	28.3	27.3	15.1	20.1	47.3	38.5	11.5	33.0	37.4		
65.8	36.6	24	28.3	27.3	20.7	14.9	19.2	50.5	41.5	12		37.3	51	
65.4	25	36.7	22.8	15.2	21	15.2	21	44.1	35.5	11	33	37.5	52	
62.9	28.7	33.8	16.5	26.4	21.5	13.8	19.9	44.7	36.4	12.0	31.0	37.6		
63.6	29.3	33.6	12	27.2	22	14.2	21.2	46.2	35.1	12	30	37.5	53	
61.7	30.7	16	21.9	13.3	19.3	14.1	18.9	45.2	37.6	12	32	38.8	54	
60.9	26.7	34	18	25.5	21.9	13.3	19.3	45.2	37.6	12	32	37	55	
65.4	30	37	20	22.6	13.4	20.2	42.7	39.7	12	32	37.1	56		
62.7	27.2	35.0	18.2	28.0	20.9	14.4	19.7	44.1	35.7	11.8	29.8	38.0		
61	28	36.5		19.7	14.8	19.5	41.3	32.2	12		37.4	57		
63.7	25	35		21.9	13.6	20.1	44.7	35.9	11	33	38.7	58		
61.1	26.7	32.9	21	28.5	21	14.3	19.7	44.1	34.7	12	28	37.5	59	
63	28.2	35.8	15.3	27.5	21.8	14.5	19.5	50.3	40	12	38.4	60		
64.6	28	35		20.3	14.9	19.9	40.3		12	28.5	38	61		
66.4	25.1	32.8	28.0	27.5	21.0	16.1	19.9	50.3	36.5	12.2	37.3	41.1		
65	27.3	36		22	14.7	20.7	46	36.5	11b		39.6	62		
67	27	37		22.3	14.7	20.8	51		12.5a	40	41.5	63		
67.3	29.3	35.5		22.6	16.7	21.7	49.9		12.5a	35	39.6	64		
65.6	23	28		19.5	15.7	18.5	48.5		11	40	40.4	65		
67.6	22.1	31.5		21.2	16.4	18.9	51.2		13	39	40.9	67		
66.7	21.7	33.3	28	20	16.7	19.9	51.1		12	30	42.9	68		
68.5			28.5		18.1	20.3	55.5		14.3a		43.3	69		

## RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING

LOCALITY	Retail Prices of Staple Foods, Groceries, Fuel and Lighting												Canned Vegetables			
	Cheese, Canadian, mild, per lb.	Bread, plain white, per lb.	Soda biscuit, per lb. package	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Cornflakes, 8 oz. package	Rice, first grade, per lb.	Tomatoes, choice, 2½ lbs (28 oz., per tin)	Peas, choice, per 16 oz. tin	Corn, choice, per 16 oz. tin	Beans, baked, per 16 oz. tin	Beans, common, dry, white, per lb.	Onions, cooking, per lb.			
	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents			
<b>Dominion (average).....</b>	<b>34.0</b>	<b>6.8a</b>	<b>19.0</b>	<b>3.6</b>	<b>5.7</b>	<b>9.3</b>	<b>11.5</b>	<b>13.9</b>	<b>12.8</b>	<b>13.7</b>	<b>11.0</b>	<b>6.5</b>	<b>5.0</b>			
Nova Scotia (average).....	34.2	7.1	19.8	3.7	5.9	9.8	10.5	15.1	13.1	14.8	11.0	6.5	4.9			
1—Sydney.....	33.9	6.7-7.3	20	3.6	5.7	9.9	9.3	14.7	13.1	14.8	12	6.1	4.9			
2—New Glasgow.....	34.7	6.7-7.3	20	3.7	6	10	10.7	14.9	12.4	14.7	11.2	6.4	4.9			
3—Amherst.....	33.4	7.3	20	3.8	5.8	9.9	10.3	15	12.8	15	12	6.2	5.3			
4—Halifax.....	33.9	6.7-8	20.1	3.6	6	9.7	11.1	15.1	13.1	14.7	12	7	4.7			
5—Windsor.....	34.3	8	18.6	3.8	6	9.3	10	15.2	13.9	15	12	6.9	5			
6—Truro.....	34.7	6.7	19.9	3.8	5.9	10.1	11.3	15.4	13.1	14.6	12.3	6.6	4.8			
7—P.E.I.—Charlottetown.....	31.3	7.3	19.9	3.7	6	10	10.4	14.6	13.9	14.4	11.2	6.4	4.8			
New Brunswick (average).....	31.6	7.5	19.7	3.6	5.9	9.7	10.8	14.8	13.1	14.2	11.5	6.6	4.9			
8—Moncton.....	34.2	8	20.3	3.7	5.8	10	11	14.9	13.6	15.1	11.9	6.8	4.7			
9—Saint John.....	34.4	6.7-3	19.3	3.3	5.9	9.7	11.2	14.7	12.6	13.5	11.5	6.9	4.9			
10—Fredericton.....	32.6	7.3	19.4	3.7	6.3	9.5	11.6	14.6	12.8	14.5	11.1	6.6	4.8			
11—Bathurst.....	35	8	19.7	3.6	5.6	9.6	9.2	15	13.3	13.7	11.3	5.9	5.1			
<b>Quebec (average).....</b>	<b>32.7</b>	<b>5.4</b>	<b>15.9</b>	<b>3.7</b>	<b>5.5</b>	<b>9.7</b>	<b>11.3</b>	<b>12.7</b>	<b>13.4</b>	<b>15.0</b>	<b>11.1</b>	<b>6.1</b>	<b>6.2</b>			
12—Quebec.....	33.5	5.8	18.2	3.6	5.7	9.7	12.1	13.2	13.1	15.1	11.8	6.4	6.3			
13—Three Rivers.....	31.9	5.3-6	14.6	3.9	5.4	9.7	11.4	13.3	13.3	15.1	10.8	5.6	5.3			
14—Sherbrooke.....	33.3	5.3	14.9	3.8	5.9	9.7	11.2	12.9	14.2	15.5	10.8	5.8	5.6			
15—Sorel.....	31.4	4.7-5.3c	14.7	3.4	5.2	9.9	11.4	12.5	12.8	15.6	10.4	6.5	7.4			
16—St. Hyacinthe.....	31.6	4	16.2	3.7	6	9.9	11.6	12.2	13.3	14.5	11.5	5.8	6.2			
17—St. Johns.....	33.4	5.3c	17.2	3.8	5.6	9.7	12.6	12.4	15.7	15	11.7	5.7	7.3			
18—Thetford Mines.....	32	4.7	14.9	3.9	5.1	9.7	9.1	12.6	13.1	14.4	11.7	5.6	5.8			
19—Montreal.....	34.5	5.3-6.7	17.1	3.9	5.4	9.5	11.3	12.3	12.2	15	10.8	5.9	5.3			
20—Hull.....	32.9	5.3-6c	15.2	3.7	5.5	9.5	11.2	12.8	13.3	15	10.2	7.2	5.7			
<b>Ontario (average).....</b>	<b>34.6</b>	<b>6.3</b>	<b>17.3</b>	<b>3.5</b>	<b>5.6</b>	<b>9.1</b>	<b>11.7</b>	<b>13.4</b>	<b>12.3</b>	<b>13.1</b>	<b>10.8</b>	<b>6.2</b>	<b>4.8</b>			
21—Ottawa.....	34.2	6.7	16.7	3.8	5.6	9.1	12.3	13.2	12.5	14.9	11.1	6.6	5.5			
22—Brockville.....	31.8	6.3	14.2	3.7	5.5	8.9	11.4	13.5	13.2	13.9	9.9	6.5	5.3			
23—Kingston.....	33.5	5.3-6.7	15.6	3.7	5.2	9.1	11.7	12.9	12.7	13.9	10.7	6.7	5.5			
24—Belleville.....	33.6	5.3-6.7	16.6	3.5	5.3	8.9	11	13.2	12.8	12.8	11.7	5.7	5.3			
25—Peterborough.....	34.1	5.3-6.7	17.4	3.4	5.4	8.6	11.3	12.9	11.9	14.4	10.7	6	4.6			
26—Oshawa.....	34.8	5.3-6.7	17.9	3.2	6	9	11.1	13.3	12.4	14	10.5	6.8	4.8			
27—Orillia.....	33.9	6.7	16.7	3.4	5.1	8.9	12.1	13.9	12	13.5	12.3	5.7	5.3			
28—Toronto.....	39.2	6.7	18.1	3.6	5.3	8.8	11.4	12.9	11.6	12.4	10.9	6.2	4.6			
29—Niagara Falls.....	34.8	6	18.2	3.6	5.4	9.1	11.4	12.7	11.8	12.6	10.8	6.9	4.4			
30—St. Catharines.....	35.1	6.7	17.5	3.5	5.6	9.1	11.4	12.7	12.6	12.8	10.6	7.1	4.7			
31—Hamilton.....	37.3	6.7-7	17.5	3.4	5.5	8.8	11.7	12.9	12	12.4	10.7	5.9	5			
32—Brantford.....	35.5	6.6-7	17.8	3.4	5.4	9.1	12.6	13.7	12.2	12.7	10.1	5.8	5.1			
33—Galt.....	36.9	6.7	18.2	3.4	5.4	8.7	11.8	13.7	12.6	13.5	12.1	9.6	5.7	4.5		
34—Guelph.....	37.3	6	18.3	3.2	5.6	9	11.4	12.4	13	12.6	10.9	6.5	5.5			
35—Kitchener.....	37.3	6.7	17.2	3.4	5.7	8.9	12.2	13.8	12.6	13.4	10.9	6.5	4.5			
36—Woodstock.....	33.4	6	16.6	3.0	5.7	8.9	12.3	13.7	12	12.3	9.9	6.3	4.3			
37—Stratford.....	35.9	5.3	17.2	3.2	5.7	9.2	11.8	13.3	12.1	13	10.4	6.5	5.5			
38—London.....	31.7	6.7	18.8	3.4	5.6	8.9	11.7	13.2	12.1	12.6	10.3	5.9	4.7			
39—St. Thomas.....	34.9	5.3-6.7	20.4	3.7	5.8	9.4	12	13.3	12.2	12.6	10.9	6	4.8			
40—Chatham.....	32.9	5.3	19	3.5	5.1	8.9	12.2	13.4	11.8	12.1	10.8	5.5	4.1			
41—Windsor.....	35.3	5.3-6.7	17.1	3.5	5.1	8.9	11.6	12.6	12.1	12.1	10.6	5.5	4.2			
42—Sarnia.....	35.9	6	18.4	3.3	5.9	9.4	11	13.8	12.7	14.1	11.7	6.6	4.2			
43—Owen Sound.....	33.7	6c	16.4	3.2	5.5	9.5	10.7	13.3	12.7	13.2	10.8	6.2	4.6			
44—North Bay.....	35.7	6-6.7	16.5	4.0	6.3	9.9	12.5	14.3	13	14	11.6	6.6	5			
45—Sudbury.....	32.5	6.7	16.6	3.8	6.2	9.1	10.9	13.3	12.3	10.8	6	4.7				
46—Cobalt.....	32	6.7	16.3	3.9	5.7	9.3	13	15	12.4	11.7	5.7	5.3				
47—Timmins.....	32.5	6.7	18.1	3.7	5.9	9.7	11.9	14	12.8	13.2	12	6	5.3			
48—Sault Ste. Marie.....	32.7	6.7	15.9	3.5	6	9.4	11.9	14.1	12	13.8	12	7.5	5.2			
49—Port Arthur.....	34.3	6.6-7	....	3.6	5.6	9.4	10.7	11.5	11.6	12.8	11.9	6.2	4.7			
50—Fort William.....	34	6-6.7	15.6	3.6	5.5	8.9	11.3	13	11.8	12.2	11.3	6.1	4.5			
<b>Manitoba (average).....</b>	<b>33.0</b>	<b>7.0</b>	<b>18.2</b>	<b>3.5</b>	<b>5.8</b>	<b>9.0</b>	<b>11.8</b>	<b>14.9</b>	<b>12.8</b>	<b>13.1</b>	<b>10.6</b>	<b>6.9</b>	<b>3.6</b>			
51—Winnipeg.....	33.1	6-8.4	17.5	3.4	5.7	8.9	11.8	14.5	12.6	13	10.9	6.8	3.2			
52—Brandon.....	32.0	6-4.7-1	18.8	3.5	5.9	9	11.8	15.2	13	13.1	10.3	7	3.0			
<b>Saskatchewan (average).....</b>	<b>32.8</b>	<b>6.9</b>	<b>22.1</b>	<b>3.5</b>	<b>5.9</b>	<b>8.9</b>	<b>11.8</b>	<b>15.0</b>	<b>13.3</b>	<b>13.3</b>	<b>10.9</b>	<b>6.6</b>	<b>4.7</b>			
53—Regina.....	33.6	6-4-7.2	21.2	3.4	6.5	8.8	12.2	14.8	13	13.1	10.3	6.6	4.3			
54—Prince Albert.....	33.1	6-8	22.3	3.6	6.9	8.9	11.2	15.2	13.5	13.7	11.7	6.6	4.3			
55—Saskatoon.....	31.9	7-2	22.8	3.6	6.3	8.9	12.6	15.2	13.5	13.7	11.7	7.1	5			
56—Moose Jaw.....	32.6	7-2	22.2	3.4	5.9	8.9	12.6	15.1	13.8	13.6	11.1	6.7	4.8			
<b>Alberta (average).....</b>	<b>34.9</b>	<b>7-9</b>	<b>22.6</b>	<b>3.5</b>	<b>5.6</b>	<b>8.9</b>	<b>13.4</b>	<b>14.6</b>	<b>12.6</b>	<b>13.1</b>	<b>10.9</b>	<b>6.9</b>	<b>4.5</b>			
57—Medicine Hat.....	36.7	8	23.8	3.5	5.3	8.8	12.6	14.7	12.5	13.2	10	6.7	4.7			
58—Drumheller.....	34.9	8	22.5	3.6	6.1	9.3	12.5	14.8	12.9	13.7	10.8	7.1	4.4			
59—Edmonton.....	33.4	7-2-8	21.5	3.5	5.7	8.7	12.1	14.5	12.7	12.7	11.1	7.1	4.7			
60—Calgary.....	34.7	8	22.1	3.4	5.4	8.9	12.5	14.4	12.4	13.2	12.7	6.9	4.2			
61—Lethbridge.....	34	8	23.3	3.6	5.6	8.9	12.3	14.7	12.5	12.6	9.7	6.9	4.5			
<b>British Columbia (average).....</b>	<b>35.4</b>	<b>9.0</b>	<b>23.7</b>	<b>3.8</b>	<b>6.1</b>	<b>9.2</b>	<b>11.7</b>	<b>14.4</b>	<b>13.2</b>	<b>13.5</b>	<b>11.4</b>	<b>8.0</b>	<b>4.9</b>			
62—Fernie.....	34.3	8c	23.7	3.6	5.6	9	12	14.1	13.2	13.3	12.4	8.3	4.7			
63—Nelson.....	33.6	9	24	3.7	5.7	8.8	12.4	14.7	14.1	14.2	11.2	9.1	3.9			
64—Trail.....	34.8	9	23.7	3.7	6.1	9.3	12.5	14.2	13.4	14.3	11.8	8.2	5.2			
65—New Westminster.....	33.8	9-9.6	23.2	3.8	6	8.9	10.9	13.0	12.8	13.1	11.1	7	5.2			
66—Vancouver.....	34.3	9-9.6	22.6	3.7	5.8	9.1	11.6	13.8	12.5	12.7	11	6.8	4.6			
67—Victoria.....	35.1	9	23.3	3.9	6.5	9.2	11.8	14.2	12.5	13.2	11.2	7.9	4.9			
68—Nanaimo.....	40.1	9	24.3	3.8	6	9.5	11.9	14.5	13.3	13.9	10.3	7.9	5.2			
69—Petric Rupert.....	37	9-10	25	4	.....	10	10.7	16	13.8	12	8.7	5.8				

a. Chain stores, etc., sell bread, undelivered, at lower prices in many cities.

c. Grocers' quotations. d. Potatoes sold in paper bags 10 or 15 lbs.; other bags, 15,

## AND RENTALS IN CANADA AT THE BEGINNING OF OCTOBER, 1942

		Apples										
Potatoes per 15 lbs. (d)	Fresh, cooking per gal.	Evaporated per lb.	Prunes, medium size, per lb.	Raisins, seedless, per 16 oz. package	Currents, in bulk, per lb.	Bananas, medium size, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar†	Peaches, choice, per 16 oz. tin	Marmalade, orange, per 32 oz. jar†	Corn syrup, per 5 lb. tin
cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents
39.2	22.6	15.9	13.0	16.8	15.2	16.6	41.4	38.9	16.3	14.6	60.2	
35.3	25.0	15.7	13.9	16.9	14.2	16.7	45.5	37.3	16.6	34.6	66.5	
39.9		17	12.7	14.9			47.1	52.2	36.4	17	35.2	66
36		15	15.9	16.7			47.7	42	38	16.6	34	63.3
32.1		14.5	17.7	13.7			47.7	47.5	37.3	15.7	34.7	68.5
35.3	25	15	13.4	18.1			46.4	41.4	36.9	16.9	34.6	68.3
32.5		13.3	16.7				46.3	46.3	37.7	15.7	34.3	66.5
35.9	25		13.6	17	14.7		44.9	43.8	37.4	17.9	34.8	66.4
27.4	16.3	17.0	14.1	17.5	15.2		48.5	55.3	37.5	17.4	34.0	64.0
33.3	22.7	15.5	13.2	16.4	14.5		44.6	46.6	37.5	15.9	35.6	64.6
30.1	21.4	13	13.5	17.1	15		44.3	45.7	38.2	16.7	36.5	63.7
33.9	26.6	18	12.9	15.5	13.8		44.1	46	38	15.3	34.3	63.1
35.5	20.2		12.8	16.1	14.7		45.7	49.8	37	15.9	35.7	64.7
33.6		13.4	16.7				44.2	45	36.8	15.7	35.7	66.8
36.3	22.1	17.0	13.3	17.7	15.2		42.3	40.0	36.0	16.0	34.1	59.7
39.6		13.0	18.9	15.5			44.6	42.9	35	16.7	34.1	61
34	25.3	16	12.9	16.8	15		41.5	39.4	36.7	17	32.9	61.1
34.1		18	13.7	16	15.2		39	41.3	35.9	16.1	34.5	59.3
36.4		12.7		14.3			44.5	42.9	37.3	15.6	36.4	59.5
31.5		14.3	18.7	15.5			44	40.4	35.9	15.1	33.6	59.1
39	18	13.3	18.3	15			44.5	44.5	36.1	16.1	32.6	61.4
38.2		13	19	14.8			43.9	38.6	34.8	16.3	36.4	60.5
36.9	23.1	17	13	17.1	14.3		41	37.3	34.5	15.4	32.5	57.3
37.1	22.1		13.1	16.4	17.3		37.5	33.1	37.8	15.9	33.6	57.8
42.0	22.7	16.7	12.8	16.3	15.5		41.2	37.1	36.2	15.5	32.0	58.2
41.1	25.9		12.3	16.9	16.3		41.3	36.6	36.6	15.7	32.6	59.1
44.5	25		12				39.7	39.9	37.8	15.3	31.9	60.1
45.2	23.7	18	13.2		14.7		40	35.8	36.3	15.6	31.3	58.4
44.3	22.3		12.7	15	15		41.4	36.7	35.8	15.1	31.5	57.4
40.5	20.5		12.4		14.7		39.4	37.3	36.7	16.5	31	57.1
39.5	25.2		13.1		15		41.7	39.6	35.8	15.1	30.4	58.6
38.8		12		14.9	14.9		40.7	38	36.7	15.2	32.2	57.4
41.5	22.9		11.5	17	14.9		38.8	32.9	34.1	14.9	29.6	55.8
42		11.8		15.6			41.3	35.7	35.9	15.2	32.8	57.3
44.7	19.3	14.2		15			40.2	35.5	35.1	14.7	31.5	56.7
47.8	27		12.9		14.5		44	39.2	34.4	15	30.5	56.1
43.5	21.7		13.3	18	14.8		44.3	35.8	34.5	15.1	31	57.6
43.5	21.6		14.3	13	15		41.3	38.9	34.2	14.7	30.6	56.6
39.3	24		13.3	16.3	15.3		38.6	35	35.9	15	30.3	56.7
40.6	20.7		13.6	16.4	15.3		37.7	35.3	34.3	15.2	31.3	57.4
38.3	21.6		12.6		15		40.9	36.5	38	15.3	30	57
42.2	23.3		12.7		14.7		43.3	34.5	36.3	15.9	32.1	57.9
38.6	21.5		12.3	16.5	14.8		41.7	35.9	35.1	15.5	31.1	57.7
40.5	18.1		13.9	18.5	15.4		44.5	39.4	35.2	15.9	32.2	58.2
38.3	21.7		12.8		15		41.4	35	34.9	15.3	31.2	56.7
38.1	21.2		12.6	13.2	15.9		37.5	34	34.4	15.5	30.7	57.8
35.7	18.3		12.6	13	15.7		41.8	35.2	37.3	15.5	33	59
43.7	20.1		12.4		15.4		37.6	37.5	35.2	16	32.8	58.5
46.5		13.8					42.4	40.7	38.3	17	35	61.7
43.3		12.2		18.7	17.6		41.1	38.3	37.8	15.6	33.5	61.4
59		17	14	17.7			44.7	38.7	37.7	19	35.3	61
45.5	25	15	12.3	17.7	17.9		43.7	38.9	37.5	16.7	34.7	62.4
44.1	26.5		13.3		15.7		40.5	37.3	36.9	15.3	30.5	59.8
34.3	27.2		12.3	18.2	17.6		43.1	39.5	39.6	14.9	34.5	56
36.2		11.9		16.9	15.6		42.1	38.8	37.6	15.3	33.6	58.9
24.3		15.0	13.0	17.1	15.7	16.0	40.2	37.4	72.1	16.6	57.4	57.7
25.4		12.6		18.4	15.2		40.6	37.3	72	15.7	56.5	56.7
23.2		15		15.7	16.1	16	39.8	37.5	72.1	17.5	58.2	57.2
26.9		14.6	13.3	15.9	15.7	16.8	36.5	36.7	71.0	17.4	57.9	62.6
26.1		13.6		17.3	15	17.2	37.3	37.2	71.9	16.8	58.4	63.3
25			13	16.5	16.8	17	36.3	37.3	72	18.8	59.7	64.8
27.4		14.6	14	15.3	15.6	15	36.7	36	70.1	16.9	56.5	62.9
29		12.4		14.4	15.4	17.8	35.8	36.4	69.9	17	57	59.3
35.1		15.0	12.6	17.1	15.1	17.1	39.9	34.8	68.4	17.7	55.5	61.5
39.9		12.7		14.7	15.7	16.4	38.3	34.9	67.4	17.2	56.3	59
35.4		12.9		14.9	17.7	14.9	39.7	36.9	70	18.5	58.1	64.3
27.3		15		12.5	16.8	15.4	17.2	40.5	33.5	67.3	17.4	53
38.8		12.3		19.3	14.7	16.8	43.2	37.6	68.7	17	54.4	61.3
34.3		15	12.7		15		37.7	31.3		18.3		61
53.6		12.4	17.8	14.5	16.3		38.1	37.6	67.9	17.4	53.8	59.6
38.5		13.7	19.3	15.6	18		38.5	36.3		18.3		63.7
50.2		12.8	17.8	14.7	17.4		36.6	38.1	70	18.9	59.7	64
57		12.1	17.5	13.9	15		35.7	35	65.9	15.5	50.6	56
54.9		11		13.7	15.2	14.7	34.7	36.1	64.8	15.5	49.3	66
64.9		11.9		13.4	15.7	41.3	37.1	65.9	15.9	52.3	55.3	67
57.9		12.9		14.3	14.3		38.9	37.2	68.6	19.2	52.3	68
51.9		11.5	18.7	15		41.3	41	71.7		55		69

## RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING.

LOCALITY	Sugar		Tea, black, medium, per lb.	Cocoa, pure unsweetened, per lb., tin	Vinegar, in bulk, per qt.	Salt, fine, table, per lb.	Starch, laundry, per lb.	Soap, laundry, per lb., bar	Anthracite coal, United States, stove, per ton	\$	\$
	Granulated, per lb.	Yellow per lb.									
<b>Dominion (average)</b>	8.6	8.4	48.1	43.6	19.0	16.1	1.4	12.9	5.5	16.569b	10.008b
<b>Nova Scotia (average)</b>	8.5	8.2	57.0	43.0	18.9	12.0	4.7	13.1	5.9		9.150
1—Sydney	8.6	8.4	54.4	42.8	19.5	10	3.8	12.8	5.8		7.37- 7.72s
2—New Glasgow	8.2	8.2	58	43	20.4	10	4.5	13.5	5.9		7.05- 7.30s
3—Amherst	8.3	8.1	57	43	16.8		5	13	5.9		10.25
4—Halifax	8.6	8.3	57.8	43.3	21.1	16	4.9	13.7	5.7		9.22-11.42
5—Windsor	8.3	8.1	58.3	43	17.3		4.6	12.3	6		
6—Truro	8.7	8.3	56.7	43	18.5		5.6	13	5.8		
7—P.E.I.—Charlottetown	8.7	8.2	60.0	43.0	18.3	15.0	4.1	13.2	5.9	17.900	9.90-10.40
<b>New Brunswick (average)</b>	8.6	8.4	56.5	43.0	18.7	10.0	4.2	12.7	5.7	18.500	11.145
8—Moncton	9	8.7	59.7	43	19.8	10	4.5	13.3	5.9		10.47-10.97g
9—Saint John	8.4	8.2	50.3	43	17.4	10	4.5	12.5	5.5	18.50	12.25-13.25
10—Fredericton	8.4	8.3	57.1	43	17.9		4.1	12.7	5.9		10.72-11.50
11—Bathurst	8.6	8.5	58.7	43	19.5		3.8	12.1	5.4		
<b>Quebec (average)</b>	8.1	7.8	46.9	44.7	20.2	15.4	4.3	11.9	5.6	*16.397	*9.942
*12—Quebec	8.1	7.9	46.8	44.9	20.3	15	4.1	12.8	5.7	16.00	10.50
*13—Three Rivers	8.5	8	47.7	45.2	21.3	15	4.4	12.3	6	16.00	8.50- 8.75
*14—Sherbrooke	8	8	43.6	44	19.5	15	4.7	11.8	5.6		11.00
*15—Sorel	7.9	7.7	49.2	44.6	18.9		4	11	5.3	16.00	9.05
*16—St. Hyacinthe	8	7.8	44.5	45.4	20.1		4.4	11.4	5.3	15.75	9.47-11.75
*17—St. Johns	7.9	7.7	43.1	45.6	19.3		4.6	12.8	5.7	15.50	10.50
*18—Theftord Mines	8	7.5	52	44.3	20.8	15	4.3	12.4	5.9	18.50	
*19—Montreal	7.9	7.7	47.5	44.6	18.6	17	3.9	11.4	5.3	16.25	8.00- 8.50
*20—Hull	8.3	8	48.1	43.8	22.6		4.1	11.6	5.5	16.40-16.75	11.00
<b>Ontario (average)</b>	8.5	8.4	47.1	43.7	18.9	14.4	4.3	12.5	5.5	16.397	12.013
21—Ottawa	8.3	8.1	47.3	43.8	22.6		4.2	11.9	5.7	16.75	10.50-11.00
22—Brockville	8.2	8	44.2	42.9	20.6		4.3	11.4	5.4	16.00	9.00- 9.50
23—Kingston	8.1	7.9	48.3	43.4	18.1		4.7	12.6	5.5	16.00	9.50
24—Belleville	8.6	8.3	48.6	43.5	17.7	12	4.7	12.2	5.7	16.00	10.00-13.00d
25—Peterborough	8.5	8.5	48.5	43.8	18.3	15	4.8	12.4	5.5	16.75	11.50-14.75d
26—Oshawa	8.7	8.4	52.9	43.6	19.4	12	4.4	12.4	5.8	16.00	9.50-14.00d
27—Orillia	8.3	8.2	47.5	43.8	19.6		3.9	11.5	5.4	16.50	
28—Toronto	8.2	8	50.2	43.8	18.1	12	4.1	11.7	5.2	14.75	12.25
29—Niagara Falls	8.7	8.7	45.5	43.8	19.3		4.1	12.7	5.4	14.50-14.75g	9.00-10.00g
30—St. Catharines	8.6	8.4	46.3	43.7	19.3		4.3	12.1	5.6	15.75	9.50-13.75d
31—Hamilton	8.2	8.1	44.9	44.6	18.5	10	4.5	11.9	5.3	15.50	10.00-13.00d
32—Brantford	8.4	8.3	50.7	44.6	18.6	13	4.3	11.9	5.5	16.00g	10.50-13.25d
33—Galt	8.7	8.5	48.5	44.3	19.6		4.1	12.3	5.4	16.00g	11.50-13.00d
34—Guelph	8.4	8.4	45.9	43.5	18		4.2	12.7	5.3	16.00	11.00-13.75d
35—Kitchener	8.6	8.4	43.1	44.1	18.8		3.8	12.3	5.3	16.00	11.00-13.50d
36—Woodstock	8.6	8.4	48.5	44.1	18.1		4.3	12.1	5.4	16.00	10.50-14.00d
37—Stratford	8.7	8.7	48.3	44.1	18.5		4.2	13.2	6	16.00	11.50-13.00d
38—London	8.5	8.3	47.5	43.9	18.8		4.1	11.9	5.5	16.50g	10.50-14.50d
39—St. Thomas	8.6	8.6	48.3	44.3	18.2		4.2	12.6	6	16.00g	10.00-13.50d
40—Chatham	8.6	8.4	46.1	43.4	16.3		4	12.5	5.1	16.00g	10.00-12.50
41—Windsor	8.3	8	42.5	43.6	19	15	4	11.7	5.5	16.00g	10.50-13.00d
42—Sarnia	8.8	8.7	46.3	43.9	18.1		4.7	12.9	5.9	16.50g	10.75-13.50d
43—Owen Sound	8.5	8.3	53.3	43.7	19.4		4.7	12.6	5.7	16.50	10.00-12.00
44—North Bay	9	8.9	54.5	44	19.6		4.6	14.1	5.8	17.25	12.50-15.00d
45—Sudbury	8.7	8.4	43.9	43.7	19.7	15	4	13.9	5.8	17.75	11.50-15.75d
46—Cobalt	8.9	8.9	45.6	43.3	16.7		5	13.3	5.7	19.00	13.50
47—Timmins	8.8	8.7	43.1	44	20.9	18	4.8	13.7	5.5	19.50	13.00-16.75d
48—Sault Ste. Marie	8.6	8.5	44.2	43.6	19.7		4.2	13.1	5.2	17.00	10.50-13.00d
49—Port Arthur	8.4	8.2	44.3	42.6	18.6	18	4.5	13.1	5.2	16.50	11.75-14.75d
50—Fort William	8.5	8.4	43.4	43.1	19.5	18	4.6	12.2	5.2	16.80	11.75-14.75d
<b>Manitoba (average)</b>	9.1	9.0	45.1	43.0	18.8	15.0	4.0	13.1	5.5	20.000	9.250
51—Winnipeg	9.1	8.9	42.1	43.1	18.5	15	4.3	12.3	5.7	20.00	6.25-14.25
52—Brandon	9.1	9	48.1	42.8	19	15	3.7	13.8	5.2		5.50-11.00
<b>Saskatchewan (average)</b>	9.4	9.5	45.5	43.2	19.5	18.5	4.0	14.0	5.3		8.675
53—Regina	9.2	8.6	46.7	42.7	19.2	15	3.3	13.7	5.5		
54—Prince Albert	9.7	9.5	42.3	43.3	20.4		4.3	14.2	5.6		5.50-13.00
55—Saskatoon	9.4	9.5	47.5	42.9	19.9	20.6	3.9	13.5	5.1		9.00-10.00
56—Moose Jaw	9.3	9.3	45.5	43.8	18.4	20	4.4	14.5	5		7.25- 9.60
<b>Alberta (average)</b>	9.3	9.3	44.4	43.7	17.3	17.5	4.0	14.2	5.2		5.40- 9.65
57—Medicine Hat	9.3	9.2	41.3	43.1	15.7		3.3	14	5.1		
58—Drumeller	9.3	9.1	44.5	43.5	17.5	20	4.5	15	5.3		
59—Edmonton	9.2	9	46.5	42.6	18.3	15	4.2	13.7	5.2		
60—Calgary	9	9.1	45.1	42.1	17.3		4.2	13.5	5.1		
61—Lethbridge	9.5	9.8		42.3	17.5		3.9	14.7	5.2		
<b>British Columbia (average)</b>	8.6	8.5	44.7	43.5	19.1	22.7	4.8	13.7	5.6		4.75- 5.00g
62—Fernie	9	9.3	47.7	43.7	17.5		4.6	14.5	5.3		
63—Nelson	8.9	8.9	47.3	44.3	19.3	25	5.2	14.5	5.5		
64—Trail	8.8	8.8	43	43.4	19.4		5.8	14.4	5.3		9.75-11.50
65—New Westminster	7.9	7.7	40	43.4	18.1	23	4.2	12.7	5.4		9.25-10.25
66—Vancouver	8	8	41.7	42.1	19.1	15	4.6	12	5.4		10.50-12.00
67—Victoria	8.9	8.4	46.2	43.5	20	25	4.2	12.7	5.7		10.50-12.00
68—Nanaimo	8.6	8.1	46.3	43.1	19.4	28	5	13.7	5.5		9.75-12.25
69—Prince Rupert	8.7	8.5	45	44.2	19.7	20	5	15	6.7		9.80

(b) For prices of Welsh coal see text.

(c) Calculated price per cord from price quoted.

(d) Including semi-bituminous coal.

Extensively occupied by workingmen but some at \$30-\$45. Few six-roomed houses occupied by workingmen; rent for 4 houses are mostly of four and five rooms; modern, \$24-\$28; semi-modern, \$20-\$24.

Sales taxes, 4% in Montreal and

## AND RENTALS IN CANADA AT THE BEGINNING OF OCTOBER, 1942

Coke, per ton	Wood							Coal oil, per gallon	Rent		
	Hard (long), per cord	Hard (stove lengths), per cord	Soft (long), per cord	Soft (stove lengths), per cord	Millwood, cuttings, etc., per cord	Matches, per box* (300)			Six-roomed houses with modern con- veniences, per month	Six-roomed houses with incomplete modern con- veniences, per month	
									\$	\$	
8-50-	13-30	11-423	13-859	8-240	9-784	8-451	29-1	9-8	25-607	18-835	
10-800	6-667	7-833	5-500	6-333	6-167	30-0	10-0	21-417	15-417		
9-50-	6-50	8-00	5-50	7-00	7-00	30	10-1	18-00-26-00	14-00-18-00	1	
9-70	5-00	6-00	4-00	4-00	6-00	30	10-2	15-00-25-00	10-00-15-00	2	
11-50							9-9	15-00-20-00	10-00-17-00	3	
12-50	8-00	9-00	9-00-10-00	6-00-8-00	7-00-9-00	5-00-6-00	30	9-9	20-00-32-00	15-00-22-00	
							9-8	18-00-25-00	14-00-18-00	4	
							9-8	18-00-25-00	15-00-17-00	5	
11-30							9-8			6	
13-000	9-500	11-000	7-000	8-00	7-500c	20-0	9-8	19-00-25-00	12-00-16-00	7	
13-138	9-000	11-250	6-500	7-500	9-000	29-3	9-8	24-125	17-375		
12-05g	9-00g	10-00-11-00g	7-00g	8-00g	g	31	9-8	20-00-32-00	15-00-20-00	8	
13-50	9-00	12-00	6-00	7-00	8-00-10-00	27-5	9-8	18-00-27-00	16-00-20-00	9	
13-00							9-8	25-00	18-00	10	
14-00							9-8	23-00	16-00	11	
13-688*	13-443*	15-050*	9-250*	10-371*	10-320*	27-5	9-4	24-714	18-250		
12-00	13-33c	13-33c	12-00c	12-00c	8-25c	26	9-5	23-00-33-00		12	
14-25	10-00	18-00c	8-00	12-00c	10-00c		9-6	23-00-31-00	17-00-23-00	13	
14-75	14-00	16-00	9-00	10-00	10-00	28	9-6	23-00-30-00	18-00-25-00	14	
13-00-13-50	14-00	15-35	10-00	11-35	11-35		9	18-00-25-00	14-00-20-00	15	
13-00							9-5			17	
15-50							9-4	16-00-22-00	12-00-15-00	18	
12-50-13-00	17-33c	18-67c	10-00	11-00	11-00-13-00c	27	9-2	24-00-34-00	20-00-23-00	19	
14-00	11-00-13-00	12-00-16-00	6-50	7-00-7-50			9-3	18-00-26-00	14-00-18-00	20	
14-012	12-167	14-796	9-275	11-237	10-188	27-9	9-6	27-306	20-269		
14-00	13-00	14-00	9-00	10-00	7-00-8-00		9-8	20-00-30-00	15-00-20-00	21	
14-00							9-7	18-00-26-00	15-00-18-00	22	
12-00-13-00	12-00	16-00	11-00	12-00c	13-00c	25	9-4	25-00-30-00	18-00-25-00	23	
13-00	13-00	14-00	9-00	10-00	11-00	25	9-4	18-00-28-00	14-00-20-00	24	
15-00-15-50	12-00	14-50	10-00	13-00	8-00	22	9-6	22-00-30-00	16-00-20-00	25	
15-00	17-00	18-00	12-00	13-00	9-00		9-4	25-00-32-50	15-00-22-50	26	
14-25							9-7	20-00-28-00	16-00-22-00	27	
13-75	14-00	16-00	10-00	12-00	12-00	25	9-2	30-00-40-00	20-00-30-00	28	
12-00-13-00	g	g	g	g	g		9-7	20-00-32-00	16-00-24-00	29	
13-50							9-7	25-00-37-00	20-00-27-00	30	
13-00	15-00	18-00					9-4	28-00-36-00	17-00-28-00	31	
14-00g	g	13-00-15-00	g	9-00-10-00c	g	28	9-4	23-00-33-00	18-00-25-00	32	
13-30g	g	17-00-18-00	g	13-00-14-00	g	25	9-5	20-00-27-00	15-00-20-00	33	
14-00							9-1	24-00-30-00	18-00-24-00	34	
14-00							9-5	22-00-35-00	18-00-24-00	35	
14-00							9-6	20-00-28-00	16-00-20-00	36	
13-50g	g	18-00c	g	16-00-18-00c	g	25	9-7	21-00-27-00	15-00-21-00	37	
15-00g	g	16-00-18-00c	g	11-00-14-00c	8-00-12-00c	26	9-6	27-00-37-00	22-00-27-00	38	
14-00g	g	g	g	g	g		9-7	24-00-32-00	20-00-24-00	39	
12-75g	g	18-00c	g	14-00c	g	25	9-7	20-00-28-00	15-00-20-00	40	
14-50g	g	g	g	g	g		9-7	20-00-30-00	15-00-22-00	42	
14-00							9-3	21-00-27-00	15-00-22-00	43	
15-00	10-00-11-00	12-50-13-50	6-50-7-50	8-50			9-9			44	
15-50-16-50	15-75-16-50c	10-50c	9-00-9-75c	9-75		30	9-9	30-00-40-00	25-00-30-00	45	
12-00	11-00	12-00	8-75	9-75		39	9-7	p	p	46	
12-00	9-00	12-75				26	9-6	22-00-32-00	16-00-22-00	48	
15-50	10-50	11-75	8-00	9-25		30	9-9	23-00-33-00	17-00-23-00	49	
15-50	9-00	10-00	8-00	9-00		30	9-8	23-00-33-00	17-00-23-00	50	
13-50							9-9	26-750	19-500		
14-00-15-00	7-00-10-50	8-00-11-50	8-50-9-75	8-313	31-5	9-9	26-00-37-00	18-00-26-00	51		
12-50							9-9	28-00-37-00	20-00-28-00	52	
8-00-	8-950	9-00-10-50	8-250	10-000	28-5	10-0	27-875	20-00-28-00			
5-00-	5-50	6-50-7-00		10-00		27	9-9	28-00-37-00	20-00-28-00	53	
6-50-	6-900	7-00-11-00				30	10	20-00-29-00	15-00-21-00	54	
6-50-	6-900	11-00-12-00				29	10	22-00-32-00	17-00-22-00	55	
5-00-	5-000	6-000	4-000	4-000	28-3	10-2	26-125	18-625			
g	g	g	g	g		10-3	22-00-27-00	15-00-22-00		57	
g	g	g	5-00g	6-00g	g	10-6	r	r		58	
g	g	g	g	g	g	10-1	22-00-32-00	15-00-22-00		59	
g	g	g	g	g	g	10-1	22-00-30-00	18-00-20-00		60	
10-750			8-906	8-964	5-250	10-6	22-00-32-00	15-00-22-00		61	
10-50			8-00-9-00	9-50-10-25		40	10-9	16-00	14-00	62	
10-75			8-50-9-75	9-50-11-25		40	10-7	20-00-30-00	18-00-20-00	63	
10-75						30	10-7	27-00-32-00	22-00-25-00	64	
11-00						30	10	18-00-25-00	14-00-18-00	65	
						10	10	22-00-27-00	16-00-22-00	66	
						10-7	20-00-25-00	15-00-18-00		67	
						10-6	20-00-25-00	12-00-20-00		68	
						10-9	20-00-30-00	15-00-20-00		69	

minous. (f) Higher price is for coal in sacks. (g) Natural gas used extensively. (P) Six roomed houses not excluded. (s) Delivered from mines. (v) Workingmen's and 5 roomed houses, modern \$25-\$35 per month, semi-modern, \$10-\$15. Quebec, and 2% in the other cities are not included in the fuel prices.

ber, 104·3; January, 1940, 104·2; February, 104·3; March, 105·5; April, 105·5; May, 105·3; June, 105·3; July, 106·4; August, 106·8; September, 107·9; October, 108·4; November, 109·7; December, 110·0; January, 1941, 110·4; February, 110·1; March, 110·2; April, 110·7; May, 110·9; June, 112·7; July, 114·9; August, 117·7; September, 119·4; October, 120·1; November, 121·4; December, 120·6; January, 1942, 119·9; February, 120·3; March, 120·6; April, 120·6; May, 120·9; June, 121·8; July, 123·9; August, 123·5; September, 123·0; October, 123·7.

The accompanying chart shows the trend of the cost of living and wholesale prices since the beginning of the present war compared with the trend in the period of 1914-1922.

#### Wholesale Prices

The Dominion Bureau of Statistics index number of wholesale prices on the base 1926 as 100 advanced to 96·8 for October from 96·0 for September. Besides an increase of 2·9 per cent in the animal products group during the month smaller advances were recorded in the wood and wood products group and in the vegetable products group. Comparative figures for the index at certain dates are 93·8 for October, 1941; 83·3 for October, 1940; and 72·3 for August, 1939. The advance since the outbreak of war was 33·9 per cent, compared with an increase of 80·9 per cent between July, 1914, and September, 1917, the comparable period during the last war. Consumers' goods advanced 33·3 per cent between August, 1939, and October, 1942, and producers' goods 33·9 per cent. Since the introduction of price control in October, 1941, wholesale prices have advanced 3·2 per cent, compared with an increase of 29·7 per cent between October, 1916, and October, 1917, the similar period during the last war.

#### Explanatory Note as to Retail Prices

The table of retail prices and rentals shows the prices at the beginning of October of seventy-six staple foodstuffs, groceries, coal, wood and coal oil and the rent of six-roomed houses in sixty-nine cities throughout Canada. All prices are for delivered goods. The exact quality for which the quotations are given is set forth in the case of each commodity and every effort has been made to ensure that the quotations in each case refer to the same class of commodity in order that the statistics may be available for purposes of comparison from month to month, from city to city, etc. The prices of foods and groceries in each city, except the following, are the averages of quotations reported to the Dominion Bureau of Statistics by a number of representative

butchers and grocers; milk, bread, shoulder of veal, leg roast of pork, unsliced bacon, dairy butter, evaporated apples, vinegar and coal oil. Information as to the prices of the foregoing, with the exception of milk and bread, is obtained by the correspondents of the *LABOUR GAZETTE*. The prices of milk, bread, fuel and the rates for rent are obtained by the Bureau of Statistics and by the correspondents of the *LABOUR GAZETTE*.

The quotations for rent are the prevailing rates for six-roomed houses of two classes in districts extensively occupied by workingmen. The first class is of houses in good condition favourably located in such districts with good modern conveniences. The second class is of houses in fair condition, less desirably located but still fairly central, without modern conveniences.

By Order in Council P.C. 8965, dated November 21, 1941 (*LABOUR GAZETTE*, December, 1941, page 1462), the price ceiling established by P.C. 8527 (*LABOUR GAZETTE*, November, 1941, page 1371) was extended to rentals charged for all real property, the order to be administered by the Wartime Prices and Trade Board. Under authority conferred by Order in Council P.C. 5003 (*LABOUR GAZETTE*, October, 1940, page 995) the Board from time to time had fixed maximum rentals for housing accommodation in certain of the cities in the list on page 1358. In these cities the maximum rentals already fixed continue unchanged, based in some cases on those in effect on January 2, 1940, and in the others on those in effect on January 2, 1941. The former are Halifax, New Glasgow, Sydney, Thetford Mines, Kingston, Ottawa, Windsor, Brandon, Calgary, Nanaimo, New Westminster, Prince Rupert, Vancouver and Victoria; the latter are Truro, Moncton, Brockville, Belleville, Fort William, Hamilton, Niagara Falls, Oshawa, Peterborough, Port Arthur, St. Catharines, Sault Ste. Marie, Regina, Edmonton, Medicine Hat and Lethbridge. In all other cases the maximum rental for any housing accommodation is the rental which was in effect on October 11, 1941. Provision is made under the orders of the Board for variation of the maximum rentals for any accommodation under certain special circumstances affecting the accommodation.

#### Retail Prices

Beef prices at the beginning of October again averaged lower continuing the decline since July provided for under the regulations of the Wartime Prices and Trade Board. Sirloin steak averaged 36·9 cents per pound at October 1, 37·3 at September 1, and 39·6 at July 1. The price at October 1, 1941, was 34·6 cents per pound. The prices of other

cuts showed a similar movement. Lamb also, again averaged lower, the price at October 1 being 34·5 cents per pound as compared with 35·2 cents for September and 38·4 cents for August. Bacon at 44·2 cents per pound averaged slightly higher than in September and compared with 43·2 cents at October 1, 1941.

Supplies of fresh eggs showed the usual seasonal fall and the price advanced, fresh grades averaging 50·4 cents per dozen at October 1, 44·4 at September 1 and 43·0 at October 1, 1941. Stocks in storage at the beginning of October were about 15 per cent smaller than at October 1, 1941. Storage stocks of creamery butter at October 1 were reported to be higher than one month earlier but at about 52 million pounds were about 15 million pounds lower than at October 1, 1941. Production for the first 9 months of the current year was about 2·6 per cent lower than for

the similar period of 1941. The price averaged 39·5 cents for October, 39·1 cents for September and 39·3 cents for October, 1941. Production of cheese for the first 9 months of 1942 was about 40 per cent greater than for the corresponding period in 1941. The price at 34 cents per pound was slightly higher than for September as compared with 32·7 cents for October 1, 1941. The price of potatoes again averaged lower with the marketing of the new crop. From an average of 43·7 cents for 15 pounds at September 1, the price dropped to 39·2 cents at October 1. The price for October, 1941, was 29·1 cents.

The following are the prices reported for Welsh coal, "cobbles" and "French nut" at the beginning of October, 1942: Halifax, \$18.50; Charlottetown, \$17.90; Saint John, \$18.50; Quebec, \$16.50; Three Rivers, \$17.25; Sherbrooke, \$18.75; St. Hyacinthe, \$17.50; Montreal, \$17.75.

## PRICES IN GREAT BRITAIN AND OTHER COUNTRIES

THE following notes afford information as to recent changes in prices in Great Britain and certain other countries. Tables giving the official and certain other index numbers of cost of living, retail and wholesale prices, in Great Britain and certain of the principal industrial and commercial countries appeared in the October issue of the *LABOUR GAZETTE*. Since these monthly notes are all compiled from British and foreign sources, the information contained therein usually deals with conditions prevailing some months previous to the date of publication in the *LABOUR GAZETTE*. In Great Britain both wholesale and retail trade are now subject to government control, the main objects of which are to conserve supplies of vital materials and to protect the public from unwarranted increases in prices. In order to achieve these ends the government of the United Kingdom has fixed retail and wholesale prices of some articles and is controlling the entire trade in some commodities, including importation and exportation.

### Great Britain

**WHOLESALE PRICES.**—The Board of Trade index number, on the base 1930=100, was 159·7 for September, as compared with the revised figures of 159·9 for August and 161·1 for July. The index number for September was thus 0·1 per cent lower than the August level. A decrease of 0·6 per cent in food and tobacco was due chiefly to an order reducing the price of onions by about 17 per cent and a fall in the price of potatoes. Industrial

materials and manufacturers, as a whole, were up 0·2 per cent.

**COST OF LIVING.**—The index number of the *Ministry of Labour Gazette*, on the base July, 1914=100, was 200 at September 1, a decline of one per cent for the month. This was due almost entirely to a decline of about 2 per cent in clothing prices partly the result of the removal of the purchase tax from utility cloth and apparel.

### Newfoundland

**COST OF LIVING.**—The index number of the Department of Health and Welfare, on the base October 1, 1938=100, was 144·8 at October 3, an advance of 2·1 per cent for the month, due to higher prices in the food, fuel and light and clothing groups.

### New Zealand

**WHOLESALE PRICES.**—The index number of the Census and Statistics Office, on the base 1926-1930=1,000, was 1,443 for June, an increase of 1·4 per cent for the month. Of the seven main groups of commodities, all showed advances except the non-metallic minerals and their products group which was slightly lower.

**COST OF LIVING.**—The official index number of retail prices, on the base 1926-1930=1,000, was 1,097 for June, an advance of 0·1 per cent for the month, and of 10·3 per cent over the August, 1939, level. The increases in June over the May level occurred chiefly in the clothing and miscellaneous groups.

### United States

**WHOLESALE PRICES.**—The index number of the Bureau of Labour Statistics, on the base 1926=100, was 99·6 for September, an increase of 0·4 per cent for the month. Increases were recorded in farm products and foods (including a rise of 5·3 per cent in dairy products). Changes in other groups were all less than  $\frac{1}{2}$  of one per cent.

**COST OF LIVING.**—The index number of the Bureau of Labour Statistics, on the base 1935-1939=100, was 117·8 at September 15, an increase of 0·3 per cent for the month. There were increases of 0·4 per cent in food, 0·1 per cent in clothing and in housefurnishing and 0·3 per cent in the miscellaneous group; there was no change in rent nor in the fuel, electricity and ice group.

### RECENT LEGAL DECISIONS AFFECTING LABOUR

#### Worker Hired for Stated Task who Quit When Assigned to Other Work Awarded Damages by Quebec Court

**A**CCORDING to a recent decision of Mr. Justice Loranger of the Montreal Supreme Court, a worker who is not employed at the job for which he was hired has a right of action against the employer even though he receives the contract rate of wages. Damages of \$140 and costs were therefore awarded to a claimant who sued on behalf of his wife who had been out of work for a month before she could find employment of the kind for which she was trained.

The court accepted the following facts as proved. The wife had given up her previous job to take employment with the defendant at a higher rate of wages. She was an expert canvas worker and was told that she was to be employed at this work, replacing one Mlle. Lanthier who was expected to leave. When she reported for duty, however, she was placed at other work. Her husband, the plaintiff, remonstrated with the employer but merely received the reply that it should make no difference to his wife as long as she received the rate of wages at which she had been hired. Since it became apparent that Mlle. Lanthier was not going to leave and that there was need for only one canvas worker, the plaintiff's wife quit her job. In spite of her best efforts it was a month before she could find employment again, and her husband therefore sued for the wages she had lost. *Alary v. Leibovitz*, Montreal Superior Court, October 16, 1942.

#### Workers in Photographic Studio Denied Rate Fixed for Office Workers under Quebec Minimum Wage Act

Following the principle that statute law which overrides the civil or common law regarding contracts must be strictly interpreted, the Quebec Court of King's Bench on June 26 allowed with costs the appeal of an employer from a judgment requiring him to pay to two

of his workers the difference between the wages they actually received and those to which they claimed they were entitled by virtue of Order 4 under the Fair Wage Act 1937 (now replaced by the Minimum Wage Act, 1940). Justices St. Germain and Barclay dissented.

The appellant operates a small photographic studio and the two respondents, who are sisters, were employed by him mainly at accepting films for developing and printing and sometimes at colouring the prints. They claimed that they were "secretaries" and thus entitled to the wages set by Order 4 for "office employees", a term defined in the Order as "all wage-earners employed in the work of directing, managing, accounting, book-keeping and general clerical work in an industrial or commercial establishment . . . such as . . . cashiers, office clerks, secretaries . . ." The lower court accepted this claim, and stated further that if they did not come under the section relating to "office employees" they were entitled to the even higher wages set by the Order for general classes of workers in industrial and commercial establishments.

The majority of the Appeal Court held that the respondents could not be regarded as "secretaries" in view of the type of work they did, and that moreover, the establishment in which they worked was not an office and had no office attached. The point that they might be entitled to the wages set for general employees could not be considered since that was not the ground on which the action had been brought.

Mr. Justice Barclay, in dissenting, held that "secretary" can be regarded as synonymous with "clerk", and that in any case the failure of the respondents to describe their employment accurately was of small consequence since it quite clearly was clerical employment in a commercial establishment and thus under the section relating to office workers. *Paré v. McDuff et al.* (1942) 8 Rapports Judiciaires de Québec, Cour du Banc du Roi 581.

**Alberta Employer Liable to Penalty for Failure to Pay Minimum Wage but not for Failure to Pay Wages within Specified Time**

In decision rendered on September 29 and October 17, 1942, the Appellate Division of the Alberta Supreme Court dismissed one application by way of *cetiorari* to quash a conviction under the Male Minimum Wage Act and allowed another made by the same applicant. The applicant, who is a saw-mill operator, was convicted in Magistrate's Court on the following charges: (1) that he failed to pay the minimum wage fixed for saw-mill workers by Order 18 under the Alberta Male Minimum Wage Act, and (2) that he violated the provisions of October 9 under the Act which requires an employer to pay the wages due to his workers within five days after the end of one month's employment or on demand thereafter.

In regard to the first charge the applicant contended that an employer does not commit an offence under the Act if he fails to pay a worker his wages but only if he contracts to pay a worker less than the legal minimum wage. The Court rejected this argument for the following reason: Order 18 requires the payment of a specified wage, Order 9 requires

its payment within a specified time and sec. 16 (1) of the Act provides that an employer who contravenes any Order under the Act "by the payment of wages of less amount than the minimum wage fixed by the Board" is liable to a penalty and "in addition thereto shall upon conviction be ordered to pay to each employee the difference between the wages actually paid to him and the minimum wage fixed by the Board". If the applicant's interpretation were correct, the words "actually paid" would read "agreed or contracted to be paid". There were no costs since this was the first motion for an interpretation of the statute.

The Court allowed the application to have the second conviction quashed on the ground that the Act does not provide any penalty for a violation of Order 9. The respondent claimed that such a penalty is imposed by sec. 16 (2) which makes it an offence for an employer to neglect or fail to perform a duty imposed on him by the Act, but the Court held that this subsection applies only to the failure to perform a duty imposed by the Act itself whereas the applicant's omission consisted of a failure to perform a duty imposed by the Order. *Rex v. Hartt* (Nos. 1 and 2), (1942) 3 Western Weekly Reports, 385, 393.

## FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE THIRD QUARTER OF 1942

DURING the third quarter of 1942 there were 344 fatal industrial accidents, including deaths from industrial diseases reported by workmen's compensation boards, etc., as compared with 441 fatal accidents in the third quarter of 1941. Of the 344 fatalities in the period under review, 116 occurred in July, 123 in August and 105 in September. Fatal accidents during each year are recorded by quarterly periods in the issues of the LABOUR GAZETTE for May, August and November of that year, and in February of the following year.

The supplementary lists of accidents not reported in time for inclusion in the reports covering the periods in which they occurred, contain 25 fatalities for the first half of 1942, and one fatality for 1941.

In this series of reports it is customary to record industrial accidents under the dates of their occurrence, and fatal industrial diseases under the dates on which they prove fatal.

Information concerning accidents was received from the provincial Workmen's Compensation Boards, the Board of Transport Commissioners of Canada, certain other official sources, as well as from the corre-

spondents of the LABOUR GAZETTE, and news-paper reports.

Classified by groups of industries, the fatalities occurring during the third quarter of 1942 were as follows:—Agriculture, 42; Logging, 28; Fishing and Trapping, 7; Mining, Non-ferrous Smelting and Quarrying, 48; Manufacturing, 66; Construction, 53; Electric Light and Power, 5; Transportation and Public Utilities, 67; Trade, 4; Finance, 1; Service, 23.

Of the mining accidents, 21 were in "metalliferous mining", 21 in "coal mining", four in "non-metallic mineral mining and quarrying, n.e.s.", and two in "structural materials".

Of the accidents in manufacturing, four were in "vegetable foods, drink and tobacco", three in "textiles and clothing", one in "rubber products", nine in "saw and planing mill products", four in "wood products", five in "pulp, paper and paper products", 19 in "iron, steel and products", one in "non-ferrous metal products", five in "non-metallic mineral products", seven in "chemical and allied products", and eight in "shipbuilding".

In construction there were 29 fatalities in "buildings and structures", two in "railway", eight in "highway and bridge" and 14 in "miscellaneous".

In transportation and public utilities, there were 33 in "steam railways", one in "street and electric railways", 19 in "water transportation", one in "air transportation", 10 in "local and highway transportation", two in "telegraphs and telephones", and one in "unclassified".

There was one fatality in "wholesale", and three in "retail" trade.

Of the fatalities in service, 13 were in "public administration", two in "recreational", one in "custom and repair", and seven in "personal, domestic and business".

There was no serious disaster resulting in the loss of a large number of lives during the period under review. Accidents involving the loss of two or more lives were as follows: On August 5, at Cadomin, Alberta, five miners were killed when crushed under a mass of wreckage when pent-up waters swelled by heavy rains burst into the mine shaft level causing a collapse of the workings and a flood in the mine.

A carpenter and his helper, engaged in logging at Duncan, B.C., lost their lives on July 28, when a tree fell across their car.

Two fishermen fell overboard and were drowned, near Steveston, B.C., on August 17.

Two sawmill workers were drowned at Stewiacke, N.S., on September 22, when flooded waters swept a cabin away.

On August 28, two explosives plant workers lost their lives in an explosion and fire in the plant, at Beloeil, Quebec.

When a hand car was struck by a train on the Oba Subdivision, Ontario, two railway labourers were killed on July 18. Two firemen were fatally injured when a train was derailed owing to a washout, near Sherbrooke, Quebec on August 17.

When a gas boat caught fire, at Port Alice, B.C., the owner and his helper were drowned on July 5. Two labourers were killed in an explosion that wrecked a steam vessel, near Three Rivers, Quebec, on September 17. On September 21, a first officer and two deckhands were drowned when washed overboard in a storm on Lake Superior.

In a fall from a peak of Mount Saurail, Alberta, on September 5, an engineering professor and a forest ranger were killed.

#### Supplementary Lists of Accidents

A supplementary list of accidents occurring during the first half of 1942 has been compiled which contains 25 fatalities of which one was in logging, two in mining, non-ferrous smelting and quarrying, six in manufacturing, six in construction, one in electric light and power, six in transportation and public utilities, one in trade and two in service. One of these accidents occurred in January, one in February, four in April, two in May and 17 in June.

A further supplementary list of accidents occurring in 1941 has been made. This contains one fatality which was in agriculture and occurred in August.

#### FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE THIRD QUARTER OF 1942 BY GROUPS OF INDUSTRIES AND CAUSES

Cause											Total	
	Agriculture	Logging	Fishing and Trapping	Mining, Non-ferrous Smelting and Quarrying	Manufacturing	Construction	Electric Light and Power Utilities	Transportation and Public Utilities	Trade	Finance	Service	
A.—Prime movers (engines, shafting, belts, etc.)				1	7	1						9
B.—Working machines	3			5	2			1			1	11
C.—Hoisting apparatus (elevators, conveyors, etc.)				2								3
D.—Dangerous substances (steam, electricity, flames, explosions, etc.)	4		2	12	6	4	2			2		32
E.—Striking against or being struck by objects	4	2	1	5	1		2					12
F.—Falling objects	3	13		21	5	4		1	1	3		51
G.—Handling of objects									1			1
H.—Tools												
I.—Moving trains, vehicles, watercraft, etc.	12	4	6	12	6	9	1	55	1	10		116
J.—Animals	4				2				1	1		8
K.—Fall of persons	9	9		8	14	29		5		1	6	81
L.—Other causes (industrial diseases, infections, lightning, caves, ins, etc.)	7			3	8	1		1				20
Totals.....	42	28	7	48	66	53	5	67	4	1	23	344